

**Milwaukee Art Museum  
Chief Human Resource Officer**

**MILWAUKEE  
ART  
MUSEUM**

Summer 2021

The Milwaukee Art Museum has partnered with Spano Pratt Executive Search to identify the Chief Human Resource Officer. For a confidential conversation and to learn more about this opportunity please contact Rose Iannelli.

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## **Mission / Vision**

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Through art, the Milwaukee Art Museum seeks to reflect, challenge, and bring together the community, enabling diverse audiences to see and understand themselves and others on deeper levels, fostering empathy for other cultures, encouraging dialogue around and respect for differing perspectives, and establishing a connection to our common humanity, past to present. In doing so, the Museum allows people to discover something in themselves which cultivates open-mindedness and appreciation for one another.

## **Organization**

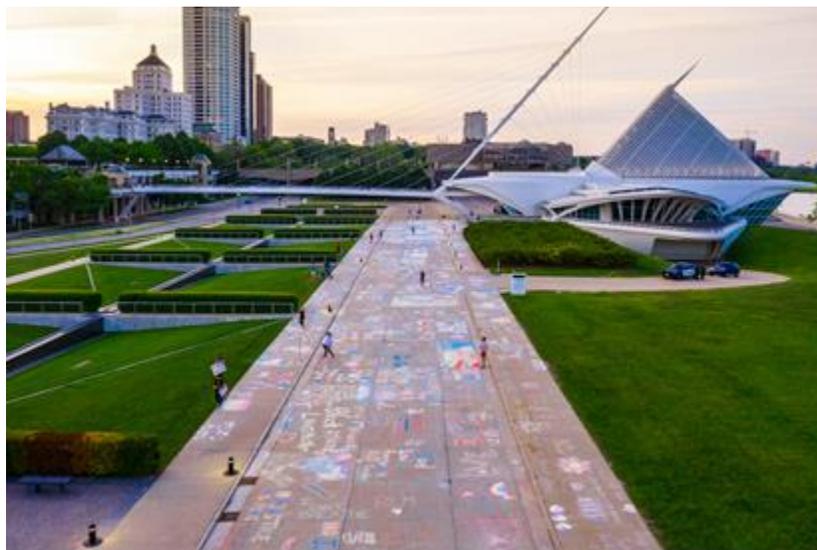
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The Milwaukee Art Museum collects and preserves art, presenting it to the community as a vital source of inspiration and education. From its roots in Milwaukee's first art gallery in 1888, the Museum has grown today to be an icon for Milwaukee and a resource for the entire state.

The 341,000-square-foot Museum includes the War Memorial Center (1957) designed by Finnish-American architect Eero Saarinen, the Kahler Building (1975) by David Kahler, and the Quadracci Pavilion (2001) created by Spanish architect Santiago Calatrava.

Central to the Museum's mission is its role as a premier educational resource, with educational programs that are among the largest in the nation, involving classes, tours, and a full calendar of events for all ages.

In October 2019, the Board of Trustees and staff adopted the Museum's new strategic direction, which places community at the center of what it does. As stated by Museum leadership; "This direction has never been more critical as we stand with communities of color in the fight for equity. We know that the work ahead requires a firm, tangible commitment—one that we made nearly a year ago and renew today."



### **Position Overview**

The Chief Human Resource Officer (CHRO) reports to the Donna and Donald Baumgartner Director and is a key member of the Senior Management Team at the Milwaukee Art Museum. The CHRO will shape the Museum's efforts toward building and maintaining an exceptional culture for staff engagement, retention, and inclusion. The individual selected will be a dynamic leader with experience in cultural transformation, change management, diversity, equity, accessibility, and inclusion (DEAI) efforts.

**Strategy and Culture:** Cultivate and embody an organization that is diverse, inclusive, respectful, innovative, compassionate and actively anti-racist. Advance the strategic direction of the Museum by establishing a workforce and team culture that aligns with and supports those goals.

- Lead and work in partnership with Senior Leadership team to champion the organization's efforts of equity and anti-racism.
- Oversee and provide day-to-day leadership and management for the Human Resource function; working closely with the Museum Director to identify and communicate core values of the organization.
- Work with the Senior Leadership Team to develop a well-defined organizational culture founded on trust, respect, and well-being.
- Bring foresight and strategy into the work of the Human Resources division to ensure that the organization can successfully fulfill its mission and effectively manage change necessary to maximize impact.
- Create intentional connections and relationships with staff across the museum; advocate for the well-being of staff; advise senior leadership on organizational design and strategy.
- Evaluate, assess, and strengthen employee engagement through intentional and deliberate strategies, and identify related solutions that respond to organizational needs.
- Improve employee engagement through intentional and deliberate strategies and tactics.
- Formalize, oversee, and develop the foundation on which to continue building the Museum's equity work; serve as the centralized hub for ongoing antiracism initiatives.
- Work with the Senior Leadership Team to deliver robust Diversity, Equity, Accessibility and Inclusion training for volunteers and staff.

**Communications:** Bring an ability to communicate the importance of the Museum's mission and the value that employees contribute to our efforts as a core component of human resource leadership.

- Provide advice and counsel to managers and employees to enhance the effectiveness of the Museum's human resource efforts.
- Develop and execute an effective internal employee communication strategy; that provides transparency and alignment with the Museum's strategic direction.
- Works across functions to support ongoing efforts to communicate in ways that are inclusive of staff throughout the organization.
- Works with hiring managers and senior leadership to elevate the Museum's employment brand; utilizing social media communities, employee resource groups, and other effective tools.

**Talent and Workforce Planning:** Strengthen the Museum’s recruiting, hiring, onboarding, and retention methods, ensuring the culture and core values are maintained in hiring, training, professional development, and performance evaluations.

- Monitor the Museum’s total rewards for competitiveness; analyze compensation benchmarks, providing guidance to the Museum Director and managing financial impact of associated expenses.
- Ensure the organization is designed for optimal effectiveness by working closely with the Senior Leadership Team to continuously evaluate and monitor the structure, workforce plan, and roles and responsibilities.
- Lead recruitment strategies toward achieving a diverse workforce that accurately reflects the diversity of the Milwaukee community.

**Human Resource Operations:** Effectively administer excellence within Human Resource operations.

- Work closely with and maintain positive union relationships. Negotiate union agreements engage external counsel and expertise as appropriate.
- Leverage technology to create functional operational efficiencies and implement best practices as it relates to HRIS.
- Ensure the organization meets and exceeds employment regulatory compliance, that human resource services are delivered to internal clientele at the highest levels of quality.
- Work closely with the Senior Leadership Team and provide counsel on pivoting with trends related to hybrid remote and changing physical work environments.

### **Professional Qualifications**

- Demonstrated 5 years’ experience leading a human resource function.
- Demonstrate strong intellectual agility and innate curiosity, and possess subject matter expertise across the broad range of human resources functions.
- Knowledge and experience with union negotiations and relations.
- Experience in cultural transformation and change management.
- Skilled in diversity, equity, accessibility, and inclusion initiatives.
- Ability to work cross functionally to achieve mutual goals.
- Skilled in talent acquisition and retention strategies.
- Skilled in organizational development, budget and resource development, and strategic planning.
- Excellent people and communication skills, with an ability to partner with a dynamic leadership team.
- Possess personal qualities of integrity, credibility, and commitment to the museum’s mission.
- Flexible and able to multitask; can work within an ambiguous, fast-moving environment, while also driving toward clarity and solutions; demonstrated resourcefulness in setting priorities and guiding investment in people and systems.

**Education Requirements:** A bachelor's degree and seven years of Human Resources experience, or master's degree in Human Resources Management and three years of leadership experience in the HR field.

*Spano Pratt Executive Search shall provide equal opportunity to all qualified candidates, and will refer candidates without regard to race, color, religion, national origin, sex, age, disability, veteran status or any other legally protected basis.*

### Location



The Milwaukee Art Museum is one of the city's most iconic attractions, thanks to a collection of 30,000 works spanning from antiquity to the present as well as the striking architecture of the Quadracci Pavilion, featuring the moveable "wings" of the Burke Brise Soleil.

Milwaukee is 90 minutes north of Chicago, yet in recent years, it's evolved into a hip sister, infusing art, nature, mixology, craft beers, and farm-to-table foods into its landscape. Neighborhoods—like the [Historic Third Ward](#), with warehouses converted to condo lofts and cutting-edge restaurants and boutiques; and Brady Street, with Italian-immigrant roots still cropping up in bakeries, restaurants, and markets—are vibrant and welcoming. [Milwaukee](#)'s first-ring suburbs—places like Shorewood and Wauwatosa—boast adorable bungalows and pedestrian-friendly "main streets" with indie-boutique shopping, coffee shops, ethnic dining, and art galleries. [Lake Michigan](#)'s shoreline provides sparsely populated beaches primed for relaxation, although if its volleyball matches, live music, and cabanas with butlers that you crave, Bradford Beach on the city's East Side delivers.