



The Director

Reports to: The Founder

Role type: Full-Time

Location: Bangalore

Role Commencement: September 2024

About MAP

The Museum of Art & Photography (MAP) opened to the public in 2023 as a centre for South Asian visual culture. Situated in the heart of Bengaluru's central museum district, MAP is housed in a 44,000 square foot building, designed by the award winning Indian architectural practice Matthew & Ghosh.

The museum is custodian to a growing collection which currently includes more than 60,000 works predominantly from South Asia, dating from the tenth century to the present, organised in six broad departments: modern and contemporary; living traditions; textiles, craft and design; popular culture; pre modern; and photography.

MAP's mission is to take art and culture to the heart of the community, make it accessible, and create a museum-going culture. The museum aims to be a space for ideas and conversations that are initiated through its collection. By



doing so, MAP seeks to inspire people to interact with art in ways that encourage humanity, empathy and a deeper understanding of the world we live in.

MAP is a project of the Art & Photography Foundation, and also works in parallel partnership with the MAP Academy, an online organisation that provides courses and resources on South Asian Art History.

Role Overview:

MAP is seeking a Director who can build on its strong foundations, fulfill its mission and better serve its audiences. Working closely with the museum's founder and the museum's department heads (who will play a large role in the artistic direction of the museum), as well as in dialogue with the MAP Academy Director, the incumbent will play a key role in museum operations – ensuring all aspects of its running are at the highest standards.

The Director should have proven experience in running medium to large sized organisations and managing a range of relationships; from the diverse team, strategic partners, local communities, to other varied stakeholders, such as patrons and artists. They should also have an interest in understanding the cultural sphere in India today, and the ability to maintain and improve the high standards of ethical practice the museum aspires to.



Amongst the range of job functions and responsibilities, there are three core competencies required:

- **Leadership, Financial and Operational Management**

The incumbent must have highly developed operating management, financial management, and leadership skills to ensure responsible and effective management of daily operations and the management, mentorship, and development of its employees. They must also be able to maintain and support an atmosphere where events are executed successfully and sustainably as well as foster a creative, dynamic, and nurturing work atmosphere.

- **Fundraising**

The museum has non-profit status and is dependent on individual and corporate donors. The Director must be a skilled fundraiser who can maintain strong relationships with existing donors as well as spearhead new development efforts and enlarge the individual/corporate donor base. In addition, the Director will be responsible for managing and generating new opportunities for supplementary museum revenue through admission fees, memberships, public programmes, facility rentals and through the shop/cafe.



- **Communication, Marketing and Community Building**

The Director will be the face of the museum and represent it for several groups, such as the visiting public, the board, stakeholders, partners and the media. They must have exceptional communication skills including highly developed interpersonal, and public speaking skills. In addition, they must have well-developed marketing skills in order to enhance stakeholder experience, increase admissions, programme attendance, outreach, membership and store revenues.

Job Responsibilities:

- Work together with the Founder and Board in furtherance of/in support of MAP's vision and long term goals to ensure impact on what we do.
- Developing strategic priorities based on MAP's vision and goals and create the roadmap for achieving them
- Overseeing the museum's financial operations and being responsible for generating income and budgeting the museum's expenses- - store sales , tickets , memberships, corporate paid programs, and conservation.
- Building, implementing and reviewing annual operating plans for MAP correlating to operating budgets in consultation with staff
- Work with the marketing department on long term strategy
- Work with the exhibitions and programming teams to ensure their artistic vision meets the operational and marketing targets of the museum



- Work with the museum's conservation heads to ensure they can continue to care for and preserve the Museum's existing collection, and to ensure the museum becomes a leading institution for art conservation in India
- Work with the Collections team to develop and implement collection management strategies, goals and objectives, developing the policies and procedures necessary to achieve these goals
- Work with the development team and lead donations and giving
- Work with the technology team for new ideas and better integration of all departments and functions
- Build and nurture strategic relationships and partnerships, especially those that address the needs of the diverse communities MAP serves
- Ensure the successful implementation and running of the MAP Membership programme
- Communicate with the MAP Academy Director to align projects and competencies for strategic goals for both organisations
- Maintain existing and build new, robust and professional best practices across all aspects of the museum
- Work to build skills and competencies of the team, and ensure growth and opportunities for employees, as well as play an active role in new recruitment needs and organisational structure development
- Ensure compliance of all policies and procedures being followed by all departments

Requirements:

- Masters degree with 15 years of experience in a leadership position with medium to large sized organisations
- Proven understanding of financial planning and management, including resource mobilisation



- An understanding of and experience with the non-profit sector is preferred

HOW TO APPLY:

Applications should be sent to thedirectorsjob@map-india.org.

MAP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. We welcome creativity, excellence and different perspectives that individuals of all backgrounds and abilities bring to our work.