



THE NATIONAL MUSEUM  
OF TOYS / MINIATURES™

**POSITION PROFILE**  
**EXECUTIVE DIRECTOR**  
*KANSAS CITY, MO*



MANEVA

# ORGANIZATION OVERVIEW



## THE NATIONAL MUSEUM OF TOYS AND MINIATURES

is a cultural institution dedicated to preserving and celebrating the art, history, and wonder of toys and fine-scale miniatures. Through dynamic exhibitions, educational programs, and a diverse collection, the Museum seeks to inspire, educate, and delight audiences of all ages.

Located on the historic campus of the University of Missouri–Kansas City, the Museum invites visitors to explore craftsmanship, creativity, and the enduring power of play across generations.

Founded in 1982 by lifelong collectors and philanthropists, Mary Harris Francis and Barbara Hall Marshall, the Museum began as a testament to their shared passion for toys and miniatures. Today, the Museum holds a substantial collection of historically significant toys, documenting society's cultural beliefs, technological advancements, and childhood hopes and dreams from the 18th century to the present. The fine-scale miniature art collection is the largest in the world and includes architectural works, room settings, fine and decorative art, tools, and figures made to scale. With over 100,000 objects in its care, the Museum serves as a national resource for storytelling through objects, illuminating diverse narratives and cultural heritage, and advancing artistic excellence, and cultural preservation.

Through thoughtful community centered-programming and interpretation, the Museum brings to life the social, cultural, and emotional impact of toys and miniatures across time.



The National Museum of Toys and Miniatures is committed to expanding access to the arts, preserving histories, and fostering meaningful intergenerational learning. As a hub for creativity and curiosity, the Museum continues to honor its founders' legacy by elevating the significance of small-scale artistry and the stories that toys tell—past, present, and future.

*You can learn more about the Museum by visiting their website [here](#)*



## POSITION SUMMARY

# EXECUTIVE DIRECTOR

This is a pivotal moment for the Museum. The Executive Director will join the Museum at a time of transformation and growth and will be responsible for building upon and leading the implementation of strategic planning focused on community relevance, institutional sustainability, and immersive, inclusive engagement.

The next Executive Director will join a financially sound and mission-driven institution with a strong foundation: a unique and nationally significant collection, deep community roots, and a passionate, skilled staff. The Museum's exhibitions and programs increasingly reflect its commitment to cultural relevance, equity, and inclusive storytelling. With a commitment to a dynamic digital presence, growing community engagement, and a vision to broaden awareness beyond the region, the Museum is well-positioned for continued impact.



# ESSENTIAL DUTIES

The incoming Executive Director will build on this momentum, driving forward strategic priorities that include:

## **Deepening Community Relevance and Connection**

Championing a community-centered approach to curation, programming, and engagement, building partnerships across Kansas City and beyond that reflect and celebrate diverse histories, cultures, and perspectives.

## **Nurturing an Inclusive and High-Performing Staff Culture**

Leading with empathy, emotional intelligence, and transparency to support a collaborative, creative team. Prioritizing staff development, well-being, and cross-departmental communication while creating a positive, equitable, and respectful work culture.

## **Strengthening Visibility and Brand Positioning**

Elevating the Museum's identity as a distinct art and history institution – neither a children's museum nor a traditional decorative arts museum – through thoughtful marketing, storytelling, and audience development strategies.

## **Expanding Access and Innovation**

Embracing digital tools, immersive experiences, and inclusive design to ensure the Museum is accessible and engaging for all visitors. Supporting innovation that activates the collection and Museum in new and unexpected ways.







# ESSENTIAL DUTIES (CONTINUED)

## **Advancing Financial Sustainability**

Leading fundraising and revenue diversification strategies, including growing the donor base, securing major gifts, cultivating corporate and community partnerships, and supporting the development team. Guiding the Museum's financial structure, including a substantial endowment and university affiliations, with strategic foresight.

## **Leveraging University and Board Partnerships**

Navigating the Museum's unique relationship with the University of Missouri-Kansas City (UMKC), including shared services and systems, while building continued engagement with the Board of Directors. Helping to clarify roles, build trust, and encourage an even more effective governance.

The ideal candidate will come to the role with a blend of cultural sector experience and strategic, people-centered leadership skills. They may come from a museum, arts, or adjacent nonprofit background, but more importantly, they will possess a genuine connection to the Museum's mission and the surrounding vibrant cultural community of Kansas City. This is an opportunity for a leader excited by the whimsical nature, flexibility, and impact of a growing and ambitious institution.

# LEADERSHIP COMPETENCIES & PERSONAL CHARACTERISTICS

*While no single candidate will bring every competency, strong candidates will see themselves reflected in the following characteristics:*

## Museum or Cultural Sector Fluency

- Demonstrates a strong grasp of the cultural sector's purpose, structure, and challenges.
- Understands how to navigate university-affiliated or similarly complex institutional partnerships.
- Brings credibility and connection to relevant professional networks.

## Strategic Judgment with Emotional Intelligence

- Balances long-term vision with attentiveness to people, priorities, and pace.
- Leads with empathy, listens actively, and builds trust in multifaceted team environments.
- Skilled in guiding through ambiguity while maintaining transparency and steadiness.

## Resource Development & Institutional Advancement

- Confident in engaging donors, foundations, and partners with authenticity and clarity.
- Understands the mechanics of fundraising, including major gifts, stewardship, and donor communications.
- Builds infrastructure that supports both sustainability and strategic growth.



# LEADERSHIP COMPETENCIES & PERSONAL CHARACTERISTICS

## (CONTINUED)

### Operational Sophistication & Financial Literacy

- Comfortable navigating restricted and unrestricted funds, endowments, and earned revenue.
- Experienced in budgeting, scenario planning, and aligning resources with mission and capacity.
- Partners effectively with staff, board leadership, and university systems to ensure financial sustainability.

### Commitment to Community Building

- Demonstrated commitment to equity, access, and belonging through tangible actions and partnerships.
- Builds durable, reciprocal relationships with artists, educators, civic leaders, and community stakeholders.
- Supports programming and institutional practices that reflect diverse voices and broad cultural relevance.

### Team Empowerment & Organizational Stewardship

- Respects institutional history while modeling forward-thinking, people-centered leadership.
- Invests in staff development, wellbeing, and retention through clear expectations and thoughtful support.
- Brings steadiness, accountability, and care to internal culture, particularly during times of change.

### Inspired & Inspiring

- Aligns deeply with the mission, bringing a clear sense of purpose to their work and demonstrates passion for creativity, intergenerational learning, and cultural preservation.
- Embraces and champions curiosity and imagination as energizing forces.
- Embodies authentic, dynamic energy that builds trust, motivates, and engages others across the organization and in the community.

## LOCATION, COMPENSATION & BENEFITS

Kansas City, Missouri is a culturally rich, welcoming, and highly networked city with a vibrant arts community and deep civic pride. Home to many museums, a vibrant culinary hub, a dynamic sports culture, rich music traditions, and a spirit of creative innovation, Kansas City offers both small-town connectivity and big-city resources. It is a place where longstanding institutions like the Museum contribute meaningfully to the city's cultural identity, and where community engagement, collaboration, and storytelling are increasingly central to public life.

**The salary range for this role will begin at \$125,000**, in line with candidate experience and qualifications. This role is formally employed by the University of Missouri-Kansas City and will receive a generous benefits package through the University including medical, dental and vision plans, retirement, paid time off, short- and long-term disability, paid parental leave, paid caregiver leave, and educational fee discounts for all four UM System campuses. For additional information on University benefits, please visit their Benefits website at <https://www.umsystem.edu/totalrewards/benefits>

## HOW TO EXPRESS INTEREST

To express your interest and explore this opportunity, please submit your **resume** and **cover letter** [here](#).

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled.

We look forward to receiving your inquiries!



## ABOUT MANEVA GROUP

**Maneva Group** is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: “**Mānav**” meaning mankind & “**Sevā**” meaning service. We are driven by the ideal of our name - **service to humanity**.