

Job Description

Natural History Museum of Los Angeles County

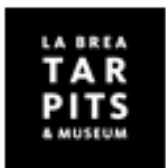
The Natural History Family of Museums shares over 35 million objects representing 4.5 billion years of Earth's history with millions of visitors each year. The Family is comprised of three iconic Los Angeles-area locations, the Natural History Museum of Los Angeles County (NHMLA) in Exposition Park, the La Brea Tar Pits & Museum on the Miracle Mile, and the William S. Hart Museum in Newhall.

Since NHMLA opened its doors in 1913, the Family of Museums has presented groundbreaking new research, innovative education programs, and immersive exhibitions that communicate stories of history, culture, and the natural world. From contemporary community science in the backyards of Los Angeles, to the treasure trove of Ice Age fossils discovered at the La Brea Tar Pits, to rare archaeological and mineralogical specimens from around the world, the Family of Museums reveals surprising connections between local and global, past and present, and nature and culture.

Position Description

Director, Evaluation and Museum Impact role is a newly created position that reports directly to the Vice President, Education and Programs, Su Oh. The Director, Evaluation and Museum Impact will lead the assessment and measurement of the Museum's programs to determine the impact of these on its visitors and the broader community. S/he will provide a strategic and comprehensive evaluative vision for the Natural History Museum, the La Brea Tar Pits & Museum, and the William S. Hart Museum. In particular, the Director, Evaluation and Museum Impact will address the following opportunities and challenges:

- Provides leadership reflective of innovation while establishing the practice and setting the direction of evaluation within museum education programs, exhibitions and research.
- Leads the assessment and measurement to determine the impact of these on its visitors and the broader community, including impact of efforts in equity and inclusion.
- Works with curatorial staff and other researchers in developing and implementing evaluative instruments necessary to access educational programs and societal outcomes linked to research projects; partners with researchers in developing competitive grant proposals for federal agencies.
- Utilizes the assessment results to recommend enhancements to programs, exhibitions and research to increase/improve the impact through the strategic planning process.
- Works with the executive team and others to create, develop and sustain a culture of research and reflective practices in the field of museum education, exhibitions and programs.
- Develops and presents impact reports and results to internal Museum stakeholders for effective improvement and outcomes.
- Meets with other practitioners in the museum, academic and cultural fields to identify other methods and opportunities for the NHMLA and develop/maintain professional research skills.



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Role of the Director, Evaluation and Museum Impact

Reporting to Su Oh, the Vice President, Education and Programs, the Director, Evaluation and Museum Impact will assist Su Oh, and other members of the Executive team, in analyzing, developing, and designing methodology to obtain quality data and track metrics to measure; interpreting and analyzing the effectiveness and outcomes of education, exhibition and public programs as well as broader impacts of research projects; and developing and implementing research campaigns to source detail from visitors, members of the community, staff and others.

This role will also be responsible for assessing the results of the research, recommends goals to improve outcomes and coordinates with the executive team to implement goals. Drafts both comprehensive and summary reports of findings and recommendations for presentation and review by executive team and others. Identifies impact outcomes and designs, develops and implements assessment practices to measure attainment of planned goals and objectives. Coordinates the strategic planning process in order to include the results of assessment and research studies and implement changes as appropriate; develops and recommends policy changes relative to assessment results. Works with the executive team and others to create and sustain a culture of research and reflective practice in the field of museum education, exhibitions and programs.

Represents the Museum as being an institution that supports research and reflective practice within the assessment and outcomes field. Seeks collaboration throughout NHMLA in relation to the assessment of visitor and participant experience, and community impact. Meets with other practitioners in the museum, academic and cultural fields to identify other methods and opportunities for the NHMLA and develop/maintain professional research skills including grant writing.

Provides direction and leadership reflective of innovation within evaluation practices, supporting implementation of enhancements and changes in programs and business operations as appropriate; serves as the liaison and expert across the organization to provide information and guidance on managing implementation of changes and enhancements. This position requires creative, innovative, flexibility and the ability to work with multiple departments while addressing multiple needs.

Qualifications and Characteristics

Among the professional qualifications, skills, and experiences that are desirable for this role, the successful candidate will bring many of the following:

- A working knowledge of social science and data analysis research related to learning outcomes, preferably in a cultural, museum or academic environment
- Demonstrated skills in developing analytical processes, data collection, survey methods and evaluating data to arrive at sound recommendations
- Problem-solving skills with a positive attitude, teamwork, and innovation
- Verbal and written communication skills required to draft comprehensive reports and present to executives, board and the community at-large
- Experience leading meetings, in conflict resolution, and making presentations; outstanding people skills



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- Strategic thinking skills and experience, the ability to be able to execute with attention to detail
- Demonstrated skills in assessing, prioritizing and making trade-offs against program, business, technical and user constraints
- Demonstrated skills in spreadsheet, word processing, Internet research and access, and research/survey software. Accurate math and statistical analysis skills
- Demonstrated leadership and supervisory skills to manage a small staff (one or two staff) and provide leadership in research matters throughout the organization.
- PhD in Science Education, Applied Psychology, Learning Sciences (or related field) is highly desirable

How to Apply: Applications, Inquiries, and Nominations

The Natural History Museum of Los Angeles County is an Equal Opportunity Employer, and is committed to diversity in its workforce. Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Natural History Museum website for the search: www.nhm.org/jobs. Electronic submission of materials is strongly encouraged.