

## DIRECTOR OF RESEARCH, COLLECTIONS, AND EXHIBITIONS (RCE) & CHIEF CURATOR

Your adventure starts here! The Manitoba Museum is the province's number one paid tourist attraction, enjoying a strong and meaningful relationship with Manitobans and visitors from afar. As a non-profit/charitable institution, The Manitoba Museum sees over 300,000 on-site visitors annually, including more than 80,000 students. The Museum includes the award-winning Museum Galleries, Science Gallery, Planetarium, and a wide range of temporary exhibits including the Alloway World Exhibits program. A unique combination of human and natural history themes, science and astronomy education, and multidimensional interpretation, with quality school, community, and special events and programming sets the Manitoba Museum apart.

We are looking for a Director of RCE & Chief Curator who will advance Museum-wide initiatives that build deep and lasting relationships with First Nations, Inuit, and Métis communities; strengthen financial sustainability through research funding and operational efficiency; and transform institutional practices to establish the Manitoba Museum as a leader in ethical and scientifically-sound museum work. The Director & Chief Curator will integrate and amplify the expertise of the RCE team, lead and communicate with clarity and confidence, and, in turn, empower staff to lead in collaborative, cross-departmental efforts.

The Director of Research, Collections, and Exhibitions (RCE) & Chief Curator will report directly to the CEO. This is a senior leadership position with institution-wide impact, responsible for strategic oversight of the Human History, Natural History, Collections and Conservation, Library and Intellectual Property, and Exhibitions departments. In a collections-based museum, these departments work collaboratively to steward knowledge, preserve heritage, and engage the public.

Please review the job description on our Career Page on [www.manitobamuseum.ca](http://www.manitobamuseum.ca)

**Salary range is between \$98,000 to \$106,000 p.a. depending on experience.**

Interested applicants may forward a résumé including a cover letter by Friday, September 5<sup>th</sup>, 2025 to:

Director of Human Resources  
The Manitoba Museum  
190 Rupert Avenue  
Winnipeg, MB R3B 0N2  
Email: [ladeleyeolusae@manitobamuseum.ca](mailto:ladeleyeolusae@manitobamuseum.ca)

**NOTE:** There is an optional virtual information session on **Wednesday, August 27<sup>th</sup>, 2025 from 5 – 6 pm.** to provide interested candidates with the opportunity to meet and discuss the role with the Manitoba Museum's CEO, Dorota Blumczynska, in advance of the close of the posting. Please email Dorota at [dblumczynska@manitobamuseum.ca](mailto:dblumczynska@manitobamuseum.ca) to request a TEAMS link. Participants are encouraged to keep their cameras off and enter the session as a guest with no name identifiers to ensure privacy.

The Manitoba Museum is committed to employment equity and welcomes diversity in the workplace.

We thank all applicants for their interest; however, only those being considered for interviews will be contacted.

## DIRECTOR OF RESEARCH, COLLECTIONS, AND EXHIBITIONS & CHIEF CURATOR JOB DESCRIPTION

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### 1. GENERAL

The Director of Research, Collections, and Exhibitions (RCE) & Chief Curator reports directly to the CEO. This is a senior leadership position with institution-wide impact, responsible for strategic oversight of the Human History, Natural History, Collections and Conservation, Library and Intellectual Property, and Exhibitions departments. In a collections-based museum, these departments work collaboratively to steward knowledge, preserve heritage, and engage the public. RCE honours diverse voices and lived experiences, biodiversity, geology, and environmental change, supporting conservation, scientific research and public education. Furthermore, the team ensures the care, preservation, and ethical stewardship of all holdings, translating research and collections into accessible, inclusive displays, co-creating experiences that resonate with contemporary audiences and reflect the complexity of our shared world. Together, these departments safeguard cultural and natural legacies, support rigorous research, and foster dialogue that strengthens community understanding.

The Director of RCE & Chief Curator role is a critical part of advancing Museum-wide initiatives that build deep and lasting relationships with First Nations, Inuit, and Métis communities; strengthen financial sustainability through research funding and operational efficiency; and transform institutional practices to establish the Manitoba Museum as a leader in ethical and scientifically-sound museum work. The Director & Chief Curator integrates and amplifies the expertise of the RCE team, leads and communicates with clarity and confidence, and, in turn, empowers staff to lead in collaborative, cross-departmental efforts.

As a member of the Senior Leadership Team, the Director & Chief Curator contributes to strategic decision-making, operational leadership, and the evolution of the Manitoba Museum's mission, values, and public accountability.

### 2. KEY ACCOUNTABILITIES

#### Priority 1 – Leadership & Strategic Direction

To provide decisive, collaborative leadership across the RCE division, prioritizing repatriation / rematriation, research excellence, Indigenous relationships, and empowering staff to support institution-wide impact.

- i. Develops and leads strategic and operational planning across all RCE departments, ensuring alignment with institutional goals and national leadership in ethical and scientific practice.
- ii. Integrates community-led priorities and repatriation / rematriation responsibilities into divisional strategies, centering respect, transparency, and accountability.
- iii. Recognizes, respects, and amplifies the knowledge and expertise of curators, conservators, researchers, and collections staff, acting as Project Manager for the work of RCE while

building the capacity of the team to lead within and beyond the Manitoba Museum.

- iv. Facilitates decision-making in ways that grow confidence and ensure staff are equipped to lead and collaborate across the institution.
- v. Collaborates with the Directors' Team and Management to shape policy, guide institutional planning, and deliver operational and strategic plans.
- vi. Champions an inclusive, responsive workplace culture that upholds high standards of ethics, cultural humility, and professional practice.
- vii. Advocates for the work of RCE with internal and external audiences, understanding its vital contributions and promoting the same.

### **Priority 2 – Research, Collections & Exhibitions Advancement**

To ensure excellence and integrity in the stewardship of collections, the delivery of research, and the development of exhibitions that reflect modern standards of care, current scientific understanding, institutional values, and community collaboration.

- i. In partnership with the CEO, leads the Museum's repatriation / rematriation efforts, ensuring respectful return processes that are community-led, in adherence to UNDRIP, and in accordance to the protocols of First Nations, Inuit, and Métis communities, and Canadian law.
- ii. Strengthens operations of all RCE departments, ensuring strategic alignment, operational efficiency, and open communication.
- iii. Empowers staff through clear planning, performance support, and professional development, aligning roles with evolving priorities.
- iv. Reports on divisional outcomes and priorities, maintaining accountability and transparency.
- v. Manages divisional budgets, staffing, and resource allocation to maximize impact and long-term sustainability.

### **Priority 3 – Chief Curator**

To integrate the Manitoba Museum's three research pillars (history, nature, and science) with the institution's multifaceted priorities of collections, research, education, and visitor experience.

- i. Facilitates the development and selection of exhibitions, both internal and external, prioritizing community co-curation and alignment with the Manitoba Museum's research pillars.
- ii. Understands the Manitoba Museum's priorities as balanced among collections, research, education, and visitor experience, contributing to "whole-of-Museum success."

- iii. Supports and evaluates research initiatives that use scientifically-sound methodology, reflect multiple ways of knowing, prioritize Indigenous-led scholarship, and contribute to national and international cultural and scientific dialogue.
- iv. Opportunity to conduct research in own field of expertise, involving the Manitoba Museum's collections, ensuring that findings contribute to the institution's exhibition content, school and public programming, publications, and other community dissemination.

#### **Priority 4 – Project Management & Resource Development**

To lead impactful, community-informed projects and secure the resources necessary to support long-term growth in research, repatriation / rematriation, and exhibition development.

- i. Initiates and leads collaborative, interdisciplinary projects that reflect institutional priorities and centre Indigenous engagement and leadership.
- ii. Collaborates across divisions in developing, improving, and supporting earned revenue strategies.
- iii. Actively participates in the development and monitoring of multi-year budget plans, cost recovery initiatives, and institutional sustainability.
- iv. Seeks out and secures grants and external funding to expand scientific and historical research programs, support repatriation / rematriation, and strengthen RCE team development.
- v. Establishes and maintains working relationships and agreements with Indigenous communities, cultural and scientific institutions, and research collaborators.
- vi. Coordinates across departments to ensure project integration throughout Manitoba Museum functions and strategic initiatives.

#### **Priority 5 – Public Relations & Institutional Representation**

To represent and advocate for the Manitoba Museum's values, leadership, and commitments through active community relationships and public engagement.

- i. Builds and sustains strong, reciprocal relationships with First Nations, Inuit, and Métis communities, universities, and scientific institutions as a foundational responsibility of the role.
- ii. Represents and advocates for the Manitoba Museum in national and sectoral forums focused on repatriation / rematriation; collections-based institutions; science-based, evidence-backed, and community-led research; and evolving curatorial practice.

- iii. Supports the development of exhibitions, public programs, and publications that reflect modern scientific findings, elevate diverse voices, and advance public understanding.
- iv. Champions and promotes the Manitoba Museum with varied audiences, including donors, governments, and other research and collections-based institutions.
- v. Ensures institutional transparency in sharing research, repatriation / rematriation, and collections work with the broader public.

**Perform other duties as reasonably assigned**

- i. Participates in the weekend on-call rotation with other Directors.
- ii. Acts on behalf of the CEO when assigned.

**Qualifications, Skills, Abilities, and Knowledge**

- i. Demonstrated ability to build and sustain respectful relationships with First Nations, Inuit, and Métis communities, alongside strong, collaborative relationships with universities, research institutions, and scientific partners.
- ii. Deep appreciation for the range of disciplines within the Museum's purview, with a commitment to ongoing learning to ensure informed leadership across all areas.
- iii. Proven ability to collaborate across teams and with diverse communities, including the successful development and implementation of multi-stakeholder initiatives and community consultations.
- iv. Experience conducting original research, securing research grants, and translating scholarly and community-based knowledge into exhibitions, from early consultation through to public delivery.
- v. Extensive project management experience, with a track record of delivering complex projects on time and within budget, including strong skills in planning, evaluation, and accountability.
- vi. Demonstrated leadership ability, including strategic thinking, consensus-building, and conflict resolution in dynamic and evolving environments.
- vii. Thorough knowledge of key museum functions including research, collections management, conservation, library and archives, and exhibitions.
- viii. Well-developed knowledge of human resources practices and trends, as well as financial reporting, budgeting, and overall organizational management.
- ix. Strong digital acumen and advanced computer skills, with proficiency in Microsoft Office (including Word, Excel, and databases), and a demonstrated ability to learn and adapt to new technologies and systems.
- x. Knowledge of evaluation methods and their application in program and institutional development.
- xi. Deep understanding of the mission, function, and operational procedures of museums and cultural institutions.
- xii. Excellent written and oral communication skills, including the ability to speak effectively in public and represent the institution with clarity and professionalism.
- xiii. Highly organized, self-directed, and adaptable, with the ability to manage competing priorities in a changing environment.

## Education, Training and Experience

- i. Graduate degree in a relevant discipline such as history, natural sciences, conservation, library and archives management, museum studies, collections management, or a related field.
- ii. In-depth knowledge of Manitoba's human and natural history, including the scientific and cultural foundations of museum work, with demonstrated expertise in at least one area.
- iii. Minimum of five (5) years of experience in a supervisory or management role, preferably within a museum, scientific, or cultural institution, with demonstrated responsibility for team leadership and operational oversight.
- iv. Proven experience in human resources functions, including recruitment and selection, performance development, and labour relations, preferably within a unionized environment. A leadership approach grounded in facilitation, empathy, and accountability—centered on “leading from behind”—and a commitment to supporting, empowering, and ensuring the success of the team.
- v. Demonstrated training and hands-on experience in repatriation and/or repatriation, with a commitment to ethical, community-led practices and cultural respect.
- vi. Strong record of conducting research, securing and managing research grants, and aligning scholarly, scientific, or community-based research with institutional priorities.
- vii. Experience in capital planning and implementation, particularly in heritage, scientific, or museum infrastructure, is considered an asset.

An equivalent combination of education, training, and professional experience will be considered.

**Child Abuse Registry Check and Criminal Check would be required of the successful candidate.**