

Position Profile

President and Chief Executive Officer Boston Children's Museum

Boston, MA



The Search for our Next President & CEO

Boston Children's Museum (BCM) is entering an exciting new chapter and is seeking its next President & Chief Executive Officer to build upon more than a century of impact, innovation, and joyful learning. This leadership transition comes at a moment of organizational strength. BCM is financially stable, guided by a highly skilled senior leadership team, and supported by an engaged Board of Trustees.

The next President & CEO will inherit a mission-driven organization with a clear strategic direction, a strong national and international reputation, a robust balance sheet, and a talented staff grounded in the values of equity, curiosity, and inclusive learning.

This role is central not only to BCM's continued success but also to the cultural, educational, and civic life of Boston. The new President & CEO will serve as a public voice for children and families, a champion of accessible learning, and a steward of an enduring community resource.



About Boston Children’s Museum

Boston Children’s Museum (BCM) is Boston’s best place to play—a joyful, welcoming space where young children lead with curiosity, imagination, and laughter. But it’s more than that, too. As one of the oldest and most influential children’s museums in the world, BCM is a civic landmark, a living laboratory for early learning, and a global leader in child development.

Founded in 1913 at the forefront of the progressive education movement, BCM helped shape modern ideas of child-centered, experiential learning. For more than a century, the Museum has enriched the lives of millions of children, caregivers, and educators—and continues to influence how our society understands what it means for children to learn and thrive.

Through its four-part operating model—working in the Museum, in schools, in communities, and in homes—BCM reaches more than 500,000 children and caregivers each year with our exhibits, family-friendly programs, learning kits, curricula, professional development, and playgroups. These resources are especially focused on expanding access in historically marginalized communities; over 30% of BCM visitors attend with free or reduced admission.





One of only a handful of collecting children’s museums in the world, BCM activates its 30,000-object collection across programs and exhibitions to spark meaningful reflection across generations. Whether it’s a school group in the STEAM Lab, a playgroup in a rural part of the state, or a family exploring with their young child for the first time in our PlaySpace exhibit, BCM’s experiences are backed by research, shaped by community voices, and designed to help children thrive.

BCM is building a more joyful, equitable future—one child, one family, and one playful moment at a time. For more information, please visit our website at [Boston Children’s Museum](https://www.bostonchildrensmuseum.org).

Our Work

Creating joyful, inclusive learning experiences

- Designing playful exhibits and programs that spark curiosity, movement, and belonging.
- Connecting past and present through BCM's collection of 30K+ historic and natural objects.
- Embedding research and evaluation to strengthen the evidence base for playful learning.
- Expanding equitable access to high-quality early learning for children, families, and communities.
- Elevating play as a right for all children—and adults—affirming its intrinsic value as essential to health, agency, and joy.

Supporting whole-child development and relationships

- Delivering experiences that nurture children's cognitive, physical, and socio-emotional growth.
- Cultivating "Habits of Mind"—including curiosity, persistence, creativity, empathy, and playfulness—as core learning dispositions for children and adults.
- Positioning movement, play, and emotional health as foundational to early learning.
- Modeling what equitable, developmentally rich learning looks like when grounded in joy, belonging, and connection.





Elevating and supporting adults in children's learning

- Partnering with educators to co-create identity-affirming, hands-on learning resources.
- Providing tools and connections that build confidence and capacity for joyful, play-based teaching and caregiving.
- Investing in staff growth, well-being, and collaboration—ensuring BCM models playful learning internally and across its partnerships.

Driving systems change and advocacy

- Modeling innovation across exhibits and programs—exploring themes from climate education to engineering, art, and identity.
- Partnering with community organizations to design developmentally rich, inclusive, and relational learning opportunities that reflect community voice and need.
- Sharing insights through pilot programs, research, and scalable models of practice.
- Collaborating with policymakers, funders, and partners to advance equity in early childhood systems.

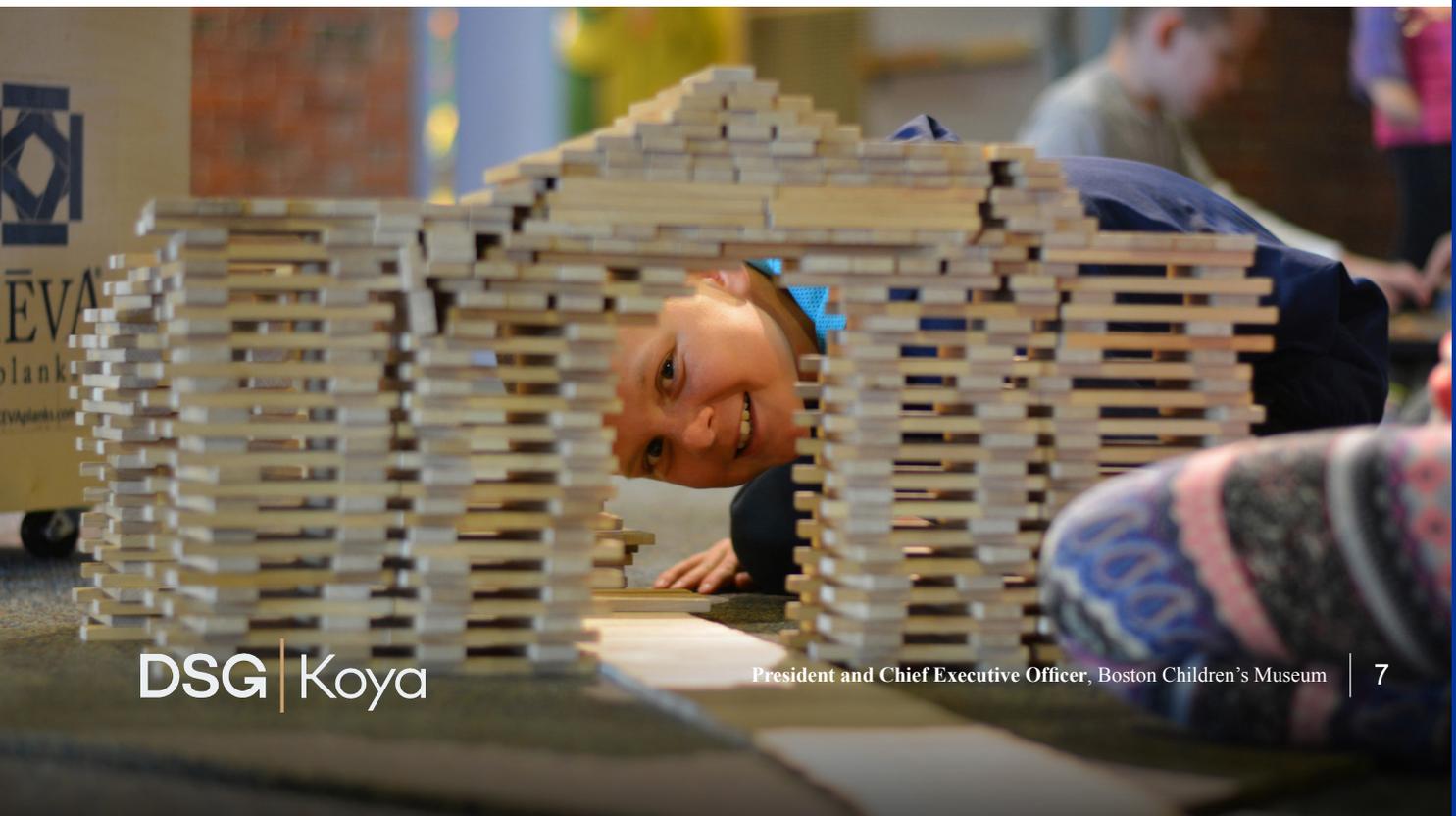
The Opportunity

The President & CEO serves as the strategic, operational, and cultural leader of Boston Children's Museum (BCM), the second oldest and one of the most influential children's museums in the world. For over 100 years, it has been engaging children in joyful discovery experiences that instill an appreciation of our world, developing foundational skills, and sparking a lifelong love of learning. The President & CEO is responsible for advancing the institution's mission and for ensuring the sustainability of the organization, so BCM will continue to be a welcoming, imaginative, child-centered learning environment that supports diverse families in nurturing their children's creativity and curiosity for generations to come.

The President & CEO leads the management and operations of the Museum, delivering hands-on learning experiences that inspire curiosity, learning, creativity, and joy. Through high-quality exhibits, programs, and community engagement, they ensure the organization is a leader in early childhood development and sparks lifelong curiosity and learning. Working closely with a dedicated senior management team, they also foster an inclusive, mission-centered culture that promotes innovation, collaboration, organizational development, administrative excellence, accountability, and fiscal responsibility.

The President & CEO reports to the Board of Trustees and serves as an ex-officio, non-voting member of the Board, cultivating strong governance practices, effective diverse representation, and maximizing the contributions of trustees, donors, staff, and volunteers. In addition, this role builds and sustains meaningful community relationships, forging collaborations with civic leaders, cultural partners, and public entities to ensure BCM is a vital and influential resource for children and families in Boston and beyond. The role is also central to advancing fundraising efforts through engagement with trustees, donors, and the business community, through donations, endowments, sponsorships, community events, and capital campaigns.

Through dynamic leadership, vision, and stewardship, the President & CEO ensures that the Boston Children's Museum continues to thrive as the premier educational and cultural resource for all children and families.



Candidate Profile

The ideal candidate will bring strategic vision, operational excellence, fundraising experience, and deep commitment to equity and joyful learning. The President & CEO will possess the following attributes and competencies:

Strategy & Vision

Provide mission-driven leadership, strategic direction, financial oversight, visionary leadership, and organizational sustainability.

The President & CEO will be a forward-thinking visionary strategist who can articulate and execute a compelling vision for the future of Boston Children's Museum. This leader will connect early learning, community engagement, visitor experience, and organizational growth into a cohesive long-term strategy. They will ensure alignment across the organization, foster innovation, and respond effectively to the evolving needs of children and families.

Key attributes include:

- Define a mission-driven, industry-leading vision for the Museum's future.
- Translate strategy into actionable multi-year plans for exhibits, programs, outreach, and new revenue opportunities.
- Set clear, measurable organizational goals and drive alignment across teams.
- Champion continuous improvement, innovation, and equitable access to joyful learning.
- Lead complex organizations with strengths in strategy, operations, finance, and community engagement.



External Relations, Advocacy & Board Engagement

Builds visibility, reputation, and governance strength by serving as the Museum's Ambassador and Spokesperson. Engages donors, civic leaders, trustees, community stakeholders, and partnered institutions to fuel fundraising and build community trust and influence locally, nationally, and internationally.

The President & CEO will serve as a visible and trusted ambassador for the Museum deepening relationships with donors, civic leaders, educators, cultural partners, and the broader community. This leader will elevate BCM's profile locally, nationally, and internationally while partnering effectively with the Board of Trustees to strengthen governance and long-term impact.

Key attributes include:

- Communicate effectively with donors, civic leaders, community partners, and media.
- Enhance BCM's reputation as a vital civic and cultural institution.
- Cultivate cross-sector partnerships across education, arts, community development, and public agencies.
- Build strong, collaborative relationships with trustees and support effective board governance.
- Represent the Museum publicly with credibility and confidence.

Fundraising & Resource Development

Responsible for sustaining and growing contributed revenue, maintaining donor relationships, and meeting annual and long-term fundraising goals.

The President & CEO will lead BCM's philanthropic strategy, strengthening donor relationships and expanding the Museum's contributed revenue. This leader will inspire investment in BCM's mission, steward major donors, and guide long-term initiatives such as capital campaigns or endowment growth.

Key attributes include:

- Cultivate donors and secure major gifts across individuals, corporations, and foundations.
- Design and implement strategic fundraising plans aligned with organizational growth.
- Steward donor relationships with authenticity and long-term commitment.
- Partner with trustees and volunteer leaders to advance philanthropy.
- Articulate a compelling case for support rooted in mission, impact, and community benefit.



Organizational & Financial Management

Oversee the fiscal health, administrative effectiveness, and operational excellence of the Museum. Ensure that facilities, exhibits, programs, and services meet the highest standards of quality, safety, and mission alignment, while optimizing resources and sustaining financial stability.

The President & CEO will ensure the operational strength, financial sustainability, and administrative excellence of the Museum. This leader will manage resources strategically, maintain high standards across programs and exhibits, and guide capital, facility, and technology investments that support long-term organizational health.

Key attributes include:

- Manage nonprofit financial operations, including budgeting, forecasting, and risk oversight.
- Grow earned and contributed revenue streams to sustain long-term vitality.
- Oversee operations in visitor-centered environments, including capital project planning.
- Work with finance, audit, and governance committees to ensure transparency and accountability.
- Maintain exceptional quality, safety, and mission alignment across all Museum experiences.

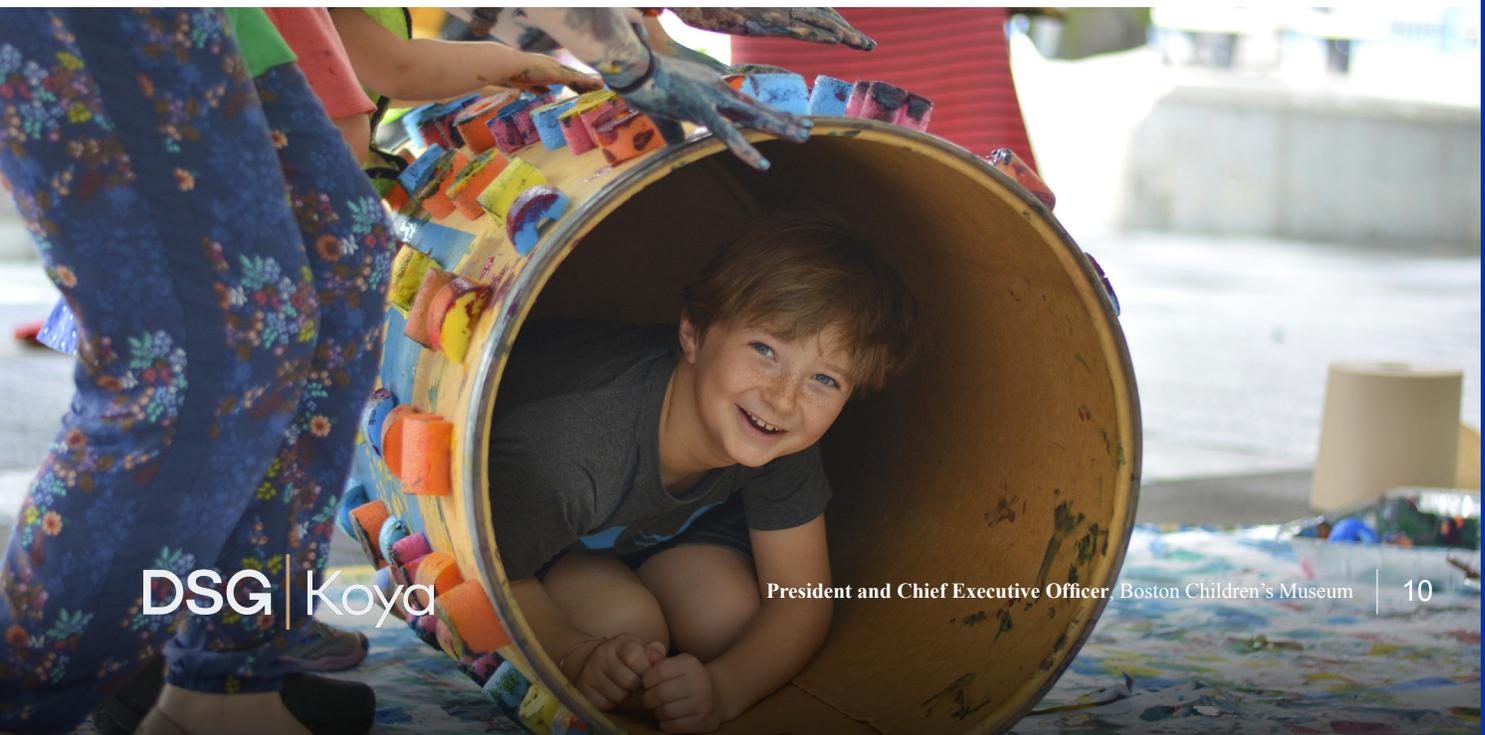
People and Workforce Leadership

Build and empower a high-performing senior management team and foster an organizational culture of collaboration, accountability, and inclusivity. Champion workforce development, talent retention, and staff engagement to support the Museum's mission and long-term growth.

The President & CEO will foster a culture of collaboration, inclusion, creativity, and organizational pride. This leader will empower staff, strengthen a high-performing senior leadership team, and ensure BCM remains an equitable, joyful place to work where people feel valued and supported.

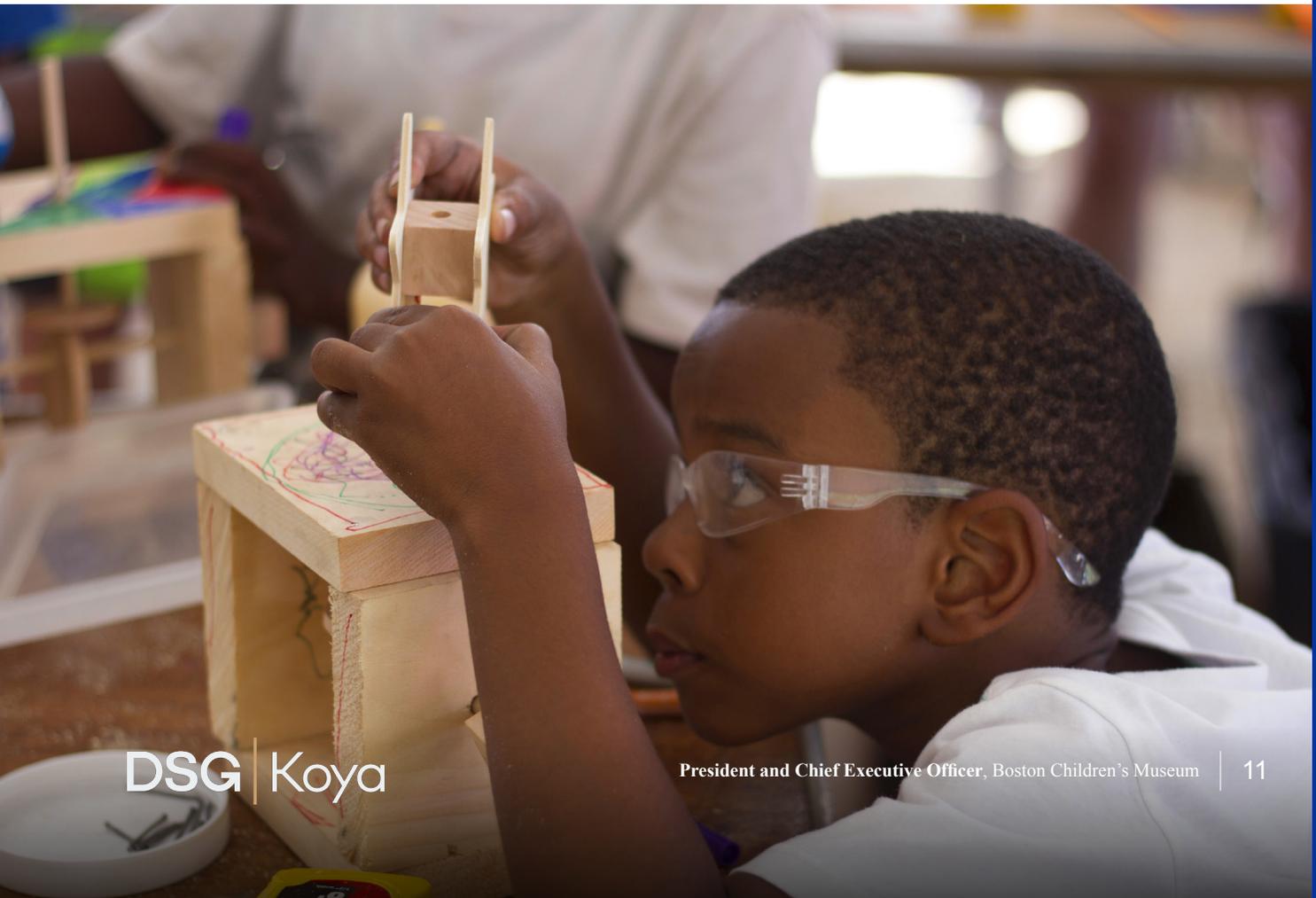
Key attributes include:

- Lead diverse, multidisciplinary teams with empathy, clarity, and authenticity.
- Develop and mentor staff, strengthening internal leadership and talent pipelines.
- Create an inclusive, equitable culture grounded in accountability, trust, and shared purpose.
- Guide organizations through change with steadiness and transparency.
- Align staff, systems, and culture with strategic priorities and mission impact.



Qualifications

- 20 years of overall work experience and at least 10 or more years of demonstrated or proven ability within the following areas;
- **Long-Term Commitment:** Demonstrated dedication to organizational growth and mission continuity, with the ability and intent to serve in a sustained leadership capacity.
- **Visionary Leadership:** Demonstrated ability to set and execute a compelling mission-driven strategy that advances organizational goals and community impact.
- **Fundraising Expertise:** A record of cultivating donor relationships, galvanizing boards, and securing major gifts, corporate partnerships, or campaign funding.
- **Board Relations:** Experience working effectively with a governing board, engaging trustees in fundraising, strategy, and community advocacy.
- **Executive Management Experience:** Proven success leading a complex organization or department, with strong skills in operations, finance, staff development, and organizational growth.
- **Commitment to Diversity, Equity, and Inclusion:** Deep understanding of and dedication to serving diverse communities, with a track record of creating inclusive and accessible programs or services.
- **Community and Public Engagement:** Skilled communicator and ambassador with the ability to inspire diverse audiences, build civic partnerships, and raise institutional visibility.
- **Community Influence and Networks:** Proven success in building strong professional and civic networks, cultivating partnerships, and establishing influence within the city and broader community served.



Compensation and Benefits

Boston Children's Museum offers a competitive salary and benefits package for employees. The salary for this role is anticipated to range from \$225,000–\$255,000, commensurate with experience.

Boston Children's Museum is committed to creating a diverse, inclusive, and welcoming workplace. We are proud to be an equal opportunity employer and we encourage all qualified candidates to apply.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Liz Lombard, Managing Director and Angie Sessoms, Managing Associate. Express interest in this role by [filling out our Talent Profile](#) or emailing Angie Sessoms directly at asesoms@koyapartners.com. All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).