POSITION PROFILE

Chief Curator
The Andy Warhol Museum
Pittsburgh, Pennsylvania
ABOUT THE ANDY WARHOL MUSEUM

To engage and inspire through Warhol’s life, art, and legacy.

The Andy Warhol Museum ("The Warhol") holds the world’s largest collection of Warhol’s artworks and archival materials, making it one of the most comprehensive single-artist museums in the world. The Museum seeks to illuminate the art, life, and times of one of the most influential American artists of the 20th century and takes visitors on a tour of Andy Warhol’s personal and professional life — from Pittsburgh art student to Pop icon.

The Warhol was established in 1994 as a collaboration between the Carnegie Institute, Dia Art Foundation and The Andy Warhol Foundation for the Visual Arts, Inc. The Warhol is one of four museums that comprise The Carnegie Museums of Pittsburgh, which also includes the Carnegie Museum of Art, Carnegie Museum of Natural History and Carnegie Science Center.

Featuring more than 10,000 artworks and 50,000 archival objects, the Museum is the global keeper of Warhol’s legacy. Paintings, drawings, commercial illustrations, sculptures, prints, photographs, wallpapers, sketchbooks, and books cover the entire range of Warhol’s career. The Warhol’s film and video collection includes approximately 350 preserved Warhol films, and it houses the entire output of the artist’s work in video, comprised of more than 4,000 videotapes.
The archives also include Warhol’s serial work the Time Capsules—610 containers that the artist filled, sealed, and sent to storage. The Warhol’s collection is an unmatched resource for the explorations of the Chief Curator, highlighting underrepresented aspects of Warhol’s production but also serving as an inspiration and touchpoint for exhibitions of other artists. The Warhol continues to make important discoveries in the collection including the recent identification of master tapes for some of the Velvet Underground’s best-known songs, which will form the basis of an exhibition in 2023. The collection is also a focus point for collaboration with other institutions globally who are eager to co-create exhibitions.

The Warhol offers a range of public programming and performance series, including the ever-popular Sound Series concerts to contextualize and illuminate The Museum’s collection. This includes special exhibitions, artist talks, panel discussions, social events, educator workshops and youth programs. These public programs will be housed in a new live music and events space currently being planned adjacent to the museum and anticipated to begin construction in 2023.

In 2022, The Warhol launched The Pop District. The Pop District is a long-term, multi-phase project that will feature a new, live performance and event facility, a six-square-block public art initiative, and a scalable workforce development program focused on digital medial production training for diverse, regional youth. The workforce development program serves as a digital production resource for the curatorial program of the museum and its work is distributed through the museum’s social media channels, which are among the most popular in the world.

Photo credit: Dean Kaufman
The Pop District will comprehensively transform Pittsburgh’s eastern North Shore through the power of arts, creativity, and economic development. Its launch garnered international attention including from The New York Times. The Chief Curator will lead, with their team, the public art interventions (with both local and global artists) that are a key component of the effort. To learn more about The Pop District, please visit www.warhol.org.

The Warhol hosts rotating exhibitions that feature deep dives into the Museum’s collection or showcase contemporary artists that resonate with Warhol’s life and work. Highlights of current, upcoming and past exhibitions include:

**Andy Warhol’s Social Network: Interview, Television and Portraits**

September 24, 2022–February 20, 2023. Andy Warhol’s Social Network examines the intersections between Warhol’s longest running project, Interview magazine; his ventures in television with his original series Fashion, Warhol TV, and Warhol’s Fifteen Minutes; and his portrait commissions of the 1970s and 1980s.

**Paola Pivi: I Want It All**

April 22 – August 15, 2022 I Want It All embraces Pivi’s penchant for physical and visual excess. The exhibition includes photo and video documentation of Pivi’s ambitious performances as well as expansive site-specific installations.

**Marisol and Warhol Take New York**

October 14, 2021 – February 14, 2022 Marisol and Warhol Take New York charts the emergence of Marisol (1930–2016) and Warhol (1928–1987) in New York during the dawn of Pop art in the early 1960s. The exhibition explores the artists’ parallel rises to success, the formation of their artistic personas, their savvy navigation of gallery relationships, and the blossoming of their early artistic practices from 1960 to 1968.

**Andy Warhol: Revelation**

October 20, 2019–March 1, 2020 Andy Warhol: Revelation is the first exhibition to comprehensively examine the Pop artist’s complex Catholic faith in relation to his artistic production. While his monumental crosses and depictions of Christ directly reference biblical stories, this exhibition will also explore his coded depictions of spirituality such as an unfinished film reel depicting the setting sun, originally commissioned by the de Menil family and funded by the Roman Catholic Church. Revelation toured to the Speed Museum of Art and The Brooklyn Museum after originating at The Warhol.
The Warhol is guided by six values that are embedded in the institution, its practices and programs:

- The Warhol is a place to express and explore multiple perspectives, push boundaries, and challenge conventions.
- The life story of Andy Warhol, in all its complexity, is inspirational and guides their work.
- The collection is the heart of the institution, and it will succeed through sharing, preserving, and interpreting the collection in the most accessible way possible.
- The Warhol believes in learning by doing and being a place of experimentation.
- The Warhol is committed to advancing diversity, equity, inclusion and access in every aspect of its work.

The Warhol’s IDEA work has been ongoing at The Warhol since its inception. This is reflected in the fact that the museum’s curatorial program has focused entirely on women and people of color for many years. The museum was recognized by the A.W. Mellon Foundation as having one of the most diverse staffs in the country for an institution of its size. The Warhol’s advisory board has not only adopted formal IDEA goals but has one of the first intentional recruiting programs of its kind to ensure diverse representation. The Warhol is supported in this work by the VP for IDEA at the Carnegie Museums of Pittsburgh.

LEARN MORE: warhol.org
THE OPPORTUNITY

The Warhol is already a global presence, sending shows drawn from its collection to leading national and international venues. In addition, exhibitions at The Warhol regularly garner major national press and tour to other important venues. In the next five years, The Warhol will be increasingly important to its local community through the programs of The Pop District focusing on public art, creative placemaking and workforce development. As a member of the senior management team, the Chief Curator has the opportunity to actively shape The Pop District as it moves forward.

Reporting to the Director, the Chief Curator will work to expand the reach, relevance and impact of The Warhol’s artistic contributions by playing a key role in strategizing, articulating, and executing a vision for The Warhol’s curatorial program. The Warhol’s collection is an unmatched resource for the explorations of the Chief Curator, highlighting underrepresented aspects of Warhol’s production but also serving as an inspiration and touchpoint for exhibitions of other artists. This includes exhibitions, publications, programs, and projects that support experimentation, research, and artistic and intellectual exchange.

The Chief Curator is a key member of the leadership team and a critical partner to the Director and Board of Advisors in building and strengthening the vision and artistic identity of the institution. This leader will provide critical input on a number of topics, including audience engagement, and equity and inclusion strategies.

As the supervisor of the Museum’s curatorial department and 3 direct reports, the Chief Curator works closely with the Director to implement the Museum’s artistic mission while continuing to curate a limited number of world class exhibitions both individually and as a team member. Additionally, the Chief Curator is responsible for actively seeking out and implementing new frameworks and contexts through which to present and explore artistic ideas and serving as the primary internal and external spokesperson on artistic matters.
Key responsibilities of the Chief Curator include:

CURATORIAL STRATEGY AND VISION

- Provide an advanced vision for and leadership of The Warhol’s exhibition strategy and multidisciplinary curatorial program. This includes the development of an ongoing plan for major exhibitions that strikes a balance between local, national and global coverage; the articulation of a holistic program narrative; revenue development and fundraising; and community engagement.

- Curate and oversee original and compelling exhibitions that productively question assumptions about art, culture and society, with a particular eye towards innovative, large-scale shows and traveling exhibitions that engage and expand audiences. Vet and recommend travelling exhibitions to the Director and curatorial committee.

- Oversee and advise on the processes for acquisitions and deaccessions in conjunction with the Director and the Collections Committee, for which the Chief Curator serves as the primary liaison. This includes the facilitation of Collections Committee meetings and the development and implementation of policies and procedures relating to the care, preservation, and management of the collection.

- Design and build programming onsite, offsite, and across digital platforms.

- Review proposals for exhibitions by curators and guest curators and provide support and mentorship to ensure projects are well situated within the arc of The Warhol’s program and successfully realized.

- Review loans from the collection to other institutions; recommends loans for approval/denial to Director.

- Lead interpretation efforts by creating materials (through digital media, brochures, labels, and wall text) and experiences that are artist-centered and support audiences in having meaningful connections with The Warhol.

- Introduce programs and write original scholarly essays and articles.

- As a thought leader in the field, contribute to professional organizations and events, such as conferences and art fairs, to continue to broaden The Warhol’s visibility and build its reputation.

- Build and grow relationships with artists, curators, institutions and leaders within the Pittsburgh region, in addition to regional, national, and international organizations to develop partnerships that will resonate with both local and national audience.

- Consistently look to innovate and introduce new processes and working methods to The Warhol to improve and foster a positive and evolving culture of experimentation and discovery.
LEADERSHIP, MANAGEMENT AND AMBASSADORSHIP

• Collaborate as a high-performing member of the senior leadership team, with proactive input into decisions affecting The Warhol’s annual and long-term operating plans, including strategic action plans, program priorities, human and financial resource allocations and holistic institutional communications.

• Lead planning and priority-setting for the curatorial department (staffing, budgets, capacity, etc.). Set objectives for income and expenses, adjusting forecast to ensure goals are met.

• Co-lead initiatives and strategies for diversity, equity, inclusion, and access, with a particular focus on deeply embedding these values in the curatorial and exhibition programs and across the curatorial team.

• Oversee, mentor, and develop a team of curators, promoting professional growth while creating opportunities for them within the development of exhibitions and programming.

• Act as an effective spokesperson for The Warhol [and Carnegie Museums of Pittsburgh] on local, national, and international level.

• Maintain existing and develop new relationships with the Board of Advisors, funders, donors, and collectors with an eye towards institutional relevance and sustainability.

• Balance the creative and intellectual process of developing programs and partnerships with duties associated with administrative and financial oversight and planning.

• Work closely with Warhol and CMP Development staff to strategize, cultivate, and expand programmatic support. Actively cultivate donors, foundations, government and corporate funders for program specific projects and general curatorial support for the department.

QUALIFICATIONS AND ABILITIES

• The Chief Curator must have a track record of superior curatorial achievement in the areas of exhibitions and publications, along with an understanding of the principles and practices of sound collections care and management.

• Candidates do not need to have direct experience with Warhol’s work or the collection but should have a keen interest and curiosity in advancing his legacy.
CANDIDATE PROFILE

The Chief Curator will possess the following professional and personal qualities, skills and characteristics:

CURATORIAL & VISIONARY LEADERSHIP

The Chief Curator possesses a deep knowledge of modern and contemporary art and artists, as well as the art world and its key players and brings proven experience working with collections and developing exhibitions. This leader has enthusiasm for new curatorial methodologies, including those that partner with stakeholders and/or advisory groups to directly engage new and/or marginalized communities. The Chief Curator has experience hiring curators with varied and expansive cultural competencies. Finally, the ideal candidate possesses the curiosity and drive to stay ahead of trends in the museum and the broader art world in order to identify new and unique opportunities that serve the mission.

LEADING THROUGH INFLUENCE AND RELATIONSHIP-BUILDING

The Chief Curator is highly skilled at building effective relationships across complex institutions at all levels. This leader will also bring experience expanding and deepening the institution’s reach and impact within the communities it serves. The ideal candidate is a strong leader, mentor, communicator, and collaborator with the ability to engage a range of stakeholders. The Chief Curator is an outstanding communicator, able to speak and write passionately about the institution’s legacy, impact, growth strategy, values and future direction across audiences and constituencies. The Chief Curator possesses the ability to develop a powerful sense of shared purpose in others and motivates them to proactively embrace opportunities and challenges alike. A confident yet approachable leader, the Chief Curator’s style will resonate across the Pittsburgh community, visitors and its audiences. The Chief Curator will have a high level of emotional intelligence and will develop productive and fulfilling relationships with all constituents.
The Chief Curator will be skilled at building and leading high-performing, diverse teams of the highest degree of professionalism and guiding team members’ growth and development. The Chief Curator has the ability to set clear priorities, delegate and guide investment in people and systems and also serve as the ultimate decision-maker. The Chief Curator will encourage and celebrate the talents of the team while also holding each member accountable to mutually agreed-upon goals. The ideal candidate identifies and resolves problems in a timely manner; develops alternative solutions; works well in group problem-solving situations; and uses sound reasoning even when dealing with emotional topics. The ideal candidate is open and nimble in adjusting to emerging needs or shifting priorities. This leader will provide a productive work environment that matches the skill set and abilities of staff members as well as professional growth opportunities that result in team cohesion and camaraderie.

Additionally, the Chief Curator will make clear financial and operational decisions based on The Warhol’s strategic objectives. This executive demonstrates proactive leadership, the ability to foster trust and collaboration among team members and manage through change with flexibility and poise. Finally, the Chief Curator brings strong project-management skills and ability to lead multiple, high-profile projects forward and effectively leverage available resources and/or creatively identify new resources as necessary.
COMMITMENT TO INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY

The Chief Curator will demonstrate a sincere commitment to promoting The Warhol’s values around racial equity and anti-racism. This leader will bring demonstrated experience authentically engaging diverse populations, visitors, artists and beyond, and approach their work through a social justice lens. Globally and culturally competent, the Chief Curator will have the character and integrity necessary to develop rapport with people of varying experiences, backgrounds and philosophies. This leader has a proven track record of success leading and implementing IDEA initiatives and values in their institutions and will share their knowledge with their team and others who surround them. The Chief Curator will ensure The Warhol’s work towards becoming an anti-racist institution is demonstrated through The Warhol’s internal and external stories and actions.

A PASSION FOR THE MISSION

Fully embracing the mission of The Warhol and its values, the Chief Curator will be passionate about working in partnership with the staff, Board and stakeholders to advance its mission, vision and curatorial agenda. This leader will possess a deep commitment to evolving and expanding The Warhol’s impact, relevance and reach for the 21st century. This leader will have a strong work ethic, a sense of humor, and evidence of a commitment to lifelong learning and professional growth. Additionally, this leader will be an individual of unquestioned integrity, ethics, and values – someone who can be trusted without reservation.
ABOUT CARNEGIE MUSEUMS OF PITTSBURGH

The Andy Warhol Museum is part of The Carnegie Museums of Pittsburgh, which also includes the Carnegie Museum of Art, Carnegie Museum of Natural History and Carnegie Science Center.

The combined venues constitute an institution that presents art, natural history and science to the public in a way that few other institutions can match. The museums inspire, educate and expand the imaginations of generations of local residents and visitors from around the world.

With a legacy of discovery and outreach dating back to 1895, there is no cultural organization in the world quite like Carnegie Museums of Pittsburgh. Headquartered in the Carnegie Institute complex in the Oakland neighborhood of Pittsburgh, the mission of Carnegie Museums of Pittsburgh (‘CMP’) is to preserve and expand the resources of art and science as agents of personal growth and social advancement in Pittsburgh and beyond.

In tandem with its mission to provide resources in the fields of art, STEM and natural history to all, CMP invests in addressing issues surrounding equity. In celebration of its 125th anniversary and in partnership with Huntington National Bank and the Robert and Mary Weisbrod Foundation, CMP introduced three new Community Access Memberships. These programs offer free memberships for teens, deeply discounted membership for families and individuals facing economic challenges and free memberships for nonprofit organizations serving at-risk/and or foster youth or those experiencing homelessness.

CMP continues to find new ways to partner, serve and connect with its global audience, expanding its impact far beyond founder Andrew Carnegie’s expectations with more than 1.5 million visitors a year through exhibitions, educational programs, outreach activities and special events.
In 2022, the institution is financially sound with a budget of $75 million, a robust endowment of $500 million, 850 employees, and over 600 volunteers, making it one of the most significant cultural institutions globally. Despite safety precautions and capacity restrictions imposed during the COVID-19 pandemic, admissions revenues exceeded budget projections last fall and there was an increase in visitors from outside the Pittsburgh region.

![Image](https://carnegiemuseums.org/)

1.5 million people served
1.05 million museum visitors
249,000 schoolchildren participate in educational programs

Carnegie Museums of Pittsburgh is deeply committed to inclusivity, both on-site and online, and to exploring big ideas and timely issues with a variety of audiences. CMP strives to expand its impact and provide increased access to all by inviting partners from across the region to ideate new systems and create new programs. Implementations have included discounted admissions and free days, collaborative efforts with people who have varying degrees of physical and sensory abilities and other initiatives to create more meaningful experiences for every visitor.

For more information on Carnegie Museums of Pittsburgh, please visit: https://carnegiemuseums.org/
Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Anne McCarthy and Kaley Blaszinski are leading this search. To make recommendations or to express your interest in this role please email warholchiefcurator@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

The Andy Warhol Museum is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

At Koya, we don’t just accept difference—we celebrate it, support it, and thrive on it for the benefit of our team, our clients, and the communities we serve.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone. Koya does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other characteristic protected by applicable federal, state, or local law.

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