

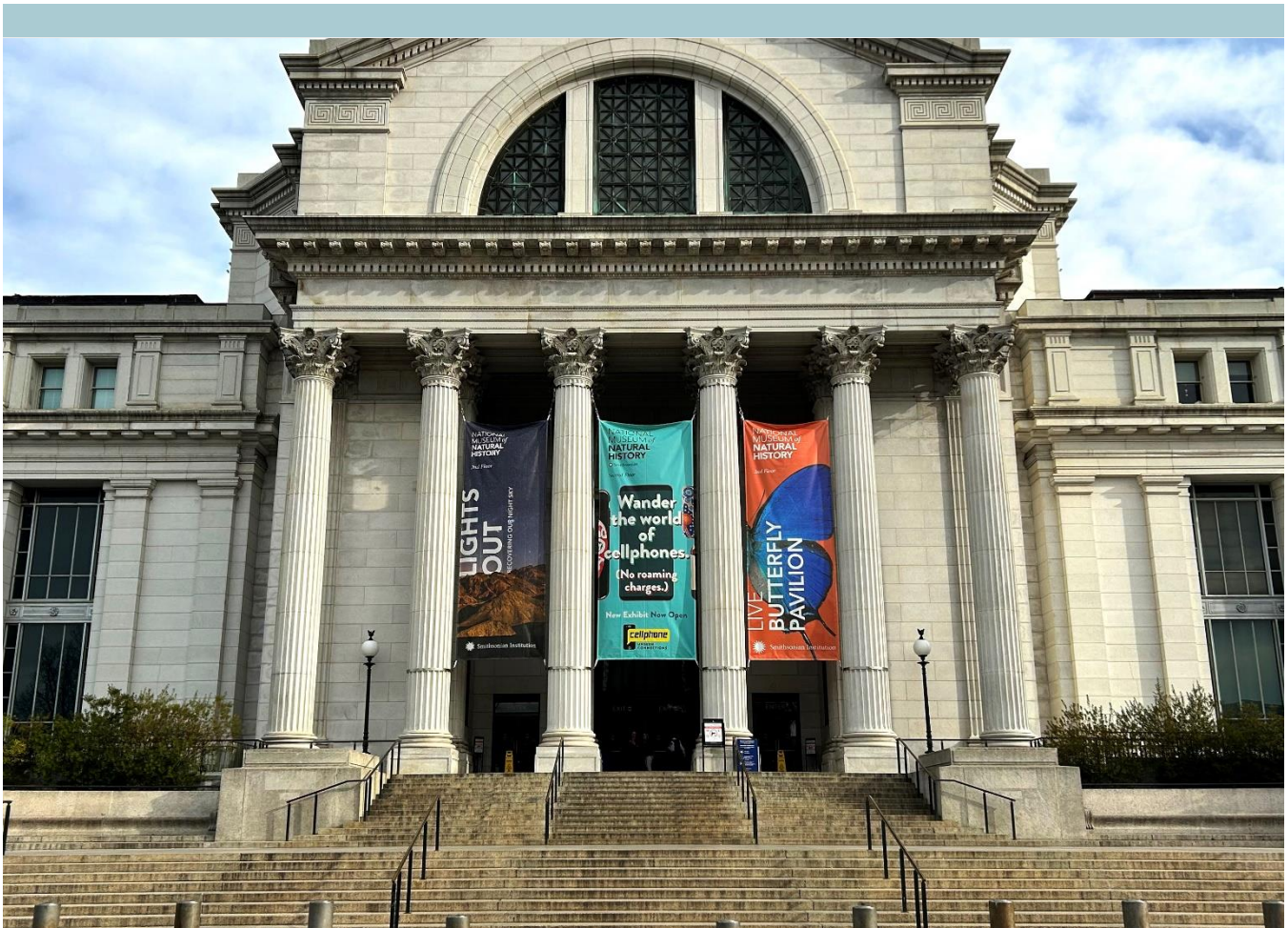
# NATIONAL MUSEUM *of* NATURAL HISTORY

 Smithsonian

## Chief Advancement Officer

### Leadership Profile

Fall 2024



## Executive Summary

The National Museum of Natural History (NMNH) is part of the Smithsonian Institution's unique complex of 22 museums and galleries, the National Zoological Park, and nine research centers. The NMNH mission is to promote understanding of the natural world and our place in through its unparalleled research, collection, exhibitions, and education and outreach programs. The museum's collections tell the history of the planet and are a record of human interaction with the environment and one another. Through NMNH, people can both discover the world and learn to become better stewards of it.

The donor community has responded strongly in recent years to this mission. The past two fiscal years have seen historic milestones reached with \$38 million raised in FY23 and more than \$80 million raised in FY24, even with a relatively lean staff. These and other successes have driven the NMNH campaign effort (begun in 2022 and ending in 2026) to more than 80% of its \$200 million working goal. This campaign is part of the broader Smithsonian effort targeting \$2.5 billion in campaign funding for the Institution. Longer-term, the museum aims to grow the Advancement team to sustainably raise an average of \$20 million or more annually.

To help lead the way in building a philanthropic foundation to support its grand vision, the NMNH is recruiting a Chief Advancement Officer (CAO). The CAO has responsibility for the overall planning, management, and execution of the fundraising program at NMNH. Consistent with NMNH's goals and objectives, the CAO seeks to harness museum resources to communicate its story as broadly and effectively as possible to audiences on site, in the region, across the country, and around the world. The CAO reports directly to and works closely with the NMNH Associate Director for Advancement and Communications and leads a current team of five. One of the primary objectives of this position will be to recruit additional professionals and develop the group into a cohesive, high-performing team raising consistently \$20 million or more in philanthropic support each year.

An understanding of how to effectively work within a large and complex institution will be key to the selected candidate's success. Collaborating with the Smithsonian's advancement organization, the CAO will draw on its support services and integrate NMNH initiatives with the Institution's overall fundraising strategy both during the campaign and afterwards. In addition, the ideal candidate will be an energetic leader with strong frontline fundraising skills and the ability to match donor interest with museum priorities as well as manage a team of frontline fundraisers. The successful candidate will also possess strong communications and relationship development skills with a track record of building philanthropic partnerships with individual donors and prospects to achieve aggressive fundraising goals.

Additional qualities of the ideal candidate are the ability to translate scientific and technical work into compelling donor-centric communications, familiarity working with diverse constituents, a drive to succeed, and ability to close major and principal gifts. Experience with a complex higher education or a large cultural organization is preferred.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

## Role of the Chief Advancement Officer

The National Museum of Natural History is part of the Smithsonian Institution's complex of 22 museums and galleries, the National Zoological Park, and nine research centers. The NMNH mission is to promote understanding of the natural world, inspiring curiosity, discovery, and learning about the natural world through its unparalleled research, collection, exhibitions, and education and outreach programs. The Chief Advancement Officer reports to the Associate Director of Advancement and Communications and is responsible for the frontline fundraising activity for the museum. Specific responsibilities of this role include:

- Oversee all aspects of the advancement program including corporate and foundation relations, individual principal and major gifts, and affinity groups to expand and enhance fundraising capacity and results.
- Supervise frontline staff to support major gift fundraising efforts. Direct team of frontline fundraising staff to support overall goal of \$20m annually.
- Manage portfolio of donors and prospects with a goal of raising \$5m-\$7m annually
- Lead the creation and promotion of effective cultivation and solicitation strategies and opportunities that involve the Director, members of the senior leadership team, Board, and museum staff. Manage connections between prospective and current donors and these leaders, including prioritizing the latter's role and involvement in development activities, implementing strategic communications, preparing reports, briefings, and other materials in support of this involvement, and ensuring staffing, as necessary.
- Inform senior leadership, including the Board, on all matters related to private funding, target funding sources appropriate for particular projects, and deploy strategies for optimal approach.
- Regularly support the Director, Associate Director of Advancement and Communications, and Board on high-level major and select principal gift activities. Exercise sound judgment and effectively communicate prospect strategies when involving museum or Board leadership.
- Manage and staff the NMNH Advancement Committee of the Advisory Board. Work closely with committee leadership and members on cultivation and engagement strategies including Board giving, salon dinners and larger receptions; activate committees networks to increase philanthropic support.
- In coordination with Deputy Associate Director of Advancement and Communications, develop NMNH gift proposals, solicitation letters, cultivation and stewardship activities and materials for prospects and donors in accordance with established SI policies and guidelines.
- Collaborate with the Director, Associate Director for Advancement and Communications, and other senior leaders to identify and refine fundraising priorities for NMNH, translating those priorities into compelling opportunities for support and engagement.
- Mirror NMNH's commitment to diversity, equity, and inclusion in the hiring of a diverse staff of development professionals, and in all internal and external relations in support of the organization's culture, values, and goals

## Opportunities and Expectations for Leadership

The National Museum of Natural History is one of the most visited museums on Earth, and its commitment to both developing knowledge about the natural world and sharing this knowledge with its visitors comprise a compelling mission. The next Chief Advancement Officer of the NMNH will have the opportunity to continue to craft and communicate the story of this remarkable institution to philanthropists both in the US and around the globe. Momentum has already begun building, with \$38 million raised in FY23 and more than \$80 million raised in FY24. Overall, the CAO will work closely with the Director, Associate Director of Advancement and Communications, the Executive Team, Advisory Board members, and the Smithsonian Office of Advancement to expand the NMNH pipeline of gifts and donors. The CAO will also be expected to address the following areas:

- **Cultivate a more robust pipeline of major gift donors.** The NMNH has cultivated relationships with several prospects who have transformational giving potential, and some of this potential has been realized in the past few years. One gap in the pipeline, however, is with those prospects who can give between \$100,000 and \$1 million. In addition to maintaining their own portfolio of major and principal gift donors, the new CAO will develop a plan for efficiently connecting with these potential donors, effectively managing and utilizing the frontline staff, while cultivating these prospects toward ultimate solicitation. The goal is straightforward: to engage new and impactful philanthropic partners who understand the contributions and potential of the National Museum of Natural History and wish to help it achieve even greater success, ultimately leading to a sustained \$20 million per year annual fundraising total.
- **Develop the fundraising team.** One of the primary challenges facing the new Chief Advancement Officer as they seek to connect with and cultivate a larger pipeline of donors is the current size of the staff. Numbering six including the CAO role, the staff reporting to the CAO is comprised of major and principal gift officers in various career levels and an administrative specialist who must manage a tremendous potential donor base. At 4.5 million visitors per year and thousands of museum members, the possibilities for cultivation are nearly endless. One immediate need that has been identified is the recruitment of a corporate and foundation relations professional who can consistently develop institutional relationships on behalf of the museum. A top priority for the next CAO will be to create a staffing blueprint over the next few years that aligns development productivity goals with staff additions that will take advantage of current prospect opportunities while consistently demonstrating a return on the investment for the NMNH.
- **Complete the current comprehensive campaign.** The larger Smithsonian Institution has undertaken an historic \$2.5 billion campaign supporting all its museums and the organization, and the NMNH has been tasked with raising \$200 million. Performing very strongly to date, the NMNH has raised more than 80% of its goal with a planned end date of 2026. As the museum continually identifies fundraising needs and priorities, this productivity to date allows the new CAO to work with other members of the advancement team toward those goals while also planning for the future. The NMNH continues to have strong prospects and tremendous potential that have yet to be fully realized, and the next CAO will have the chance to build out a fundraising infrastructure that will impact the museum long after the campaign ends.
- **Develop strategies around Museum priorities for transformational giving opportunities.** NMNH is at an opportune time as we engage with donors interested in making transformational gifts to the Museum. The Chief Advancement Officer will play a lead role in engaging strategies to engage donors who have the capacity and willingness to make \$10m+ gifts to NMNH including developing case statements, serving as a thought partner with Museum Leadership, donor cultivation and stewardship.

- **Forge a deep relationship with Director Kirk Johnson and utilize him effectively.** Director Johnson is a compelling leader of the NMNH with a powerful vision for the museum that blends scientific discovery with education and outreach in new ways. He enjoys the full and enthusiastic support of the Advisory Board of the museum, and he has the interpersonal skills and storytelling ability to forge extraordinary relationships with donors, if deployed appropriately. Another top priority for the new CAO when they arrive at the NMNH is to work with Associate Director Virginia Kromm create a strategy to effectively utilize the Director for development in a way that positions him well and takes advantage of his abilities. The Director's capabilities in fundraising and vision for the NMNH make him an essential player in fundraising success.
- **Develop effective and productive partnerships with the scientific staff.** The approximately 300 scientific staff out of a total of about 350 staff at the NMNH constitute the intellectual and programmatic engine of the institution. They are traveling the globe, sequencing genomes, analyzing fossils, and conserving current NMNH specimens before translating this knowledge into compelling exhibits the reach millions of visitors per year. One of the challenges in any institution like the NMNH with a relatively small advancement team is working closely with the scientific staff to identify fundable ideas for current work or future projects that both meets the needs of the museum and also appeals to donors. The new CAO will have the opportunity to strengthen relationships with the scientific team, unearthing compelling programs with appeal to many donors or a single donor with a specific interest. By finding ways to translate the work of NMNH's scientists, the CAO will help the museum continue fulfill its commitment to the curious public.
- **Partner with a collaborative Smithsonian Office of Advancement team.** The Smithsonian Institution Office of Advancement is led by Rob Spiller, a deeply experienced and accomplished leader who has helped lift overall Smithsonian fundraising to surprising new heights. Key to the CAO's success in the future will be building a strong relationship with the Smithsonian advancement team for two reasons. The first is that the relationships cultivated by the NMNH with high-net-worth individuals can only be enhanced if they feel recognized and drawn to the larger Smithsonian mission. Second, the clear articulation of the NMNH mission by the CAO to Office of Advancement colleagues allows for access to donors who may not be aware of its work but would be intrigued by its mission. By forging strong relationships with peers at the Smithsonian, and taking advantage of the Smithsonian's brand and reach, the next CAO will be able to accelerate advancement plans for the NMNH.



## Professional Qualifications and Personal Qualities

In its next Chief Advancement Officer, the National Museum of Natural History seeks an energetic leader with strong frontline fundraising skills to play an important role in building private support for the exhibitions, educational and outreach activities, science and research, and endowment needs of the Museum. They must be an excellent communicator and have worked closely with volunteer board members or non-profit trustees. In addition, the next CAO will also possess the following qualities:

- Strategic analytical ability and strong leadership skills, having led high-functioning teams with a track record of successfully matching a donor's interest with an organization's priorities.
- Strong communications skills and a track record in building philanthropic relationships with individual donors and prospects to achieve aggressive fundraising goals. Ability to translate scientific and technical work into compelling donor-centric communications.
- Familiarity working with diverse constituents, including a variety of leaders, outside groups, partners, donors, and board members on local, regional, and national levels.
- Experience identifying, nurturing, and working with board members and other supporters, and an appreciation for their role in building an effective fundraising network.
- Drive to succeed and ability to close major gifts.
- Strong organizational skills, and the initiative and ability to work independently.
- Ability to simultaneously manage multiple projects at different stages of development and be able to plan and operate effectively in both a federal- and trust- funded environment.
- A minimum of ten years of progressive fundraising experience, experience in supervisory management.
- Ability to travel up to 25% of the time.
- Experience with a complex higher education or a large cultural organization is preferred.



## About The Smithsonian Institution

### Overview

The Smithsonian Institution is the world's largest museum, education, and research complex, with 22 museums and galleries, the National Zoological Park, and nine research centers. The Smithsonian shapes the future by preserving heritage, discovering new knowledge, and sharing resources with the world.

The Smithsonian was established with funds from James Smithson (1765–1829), a British scientist who left his estate to the United States to found "at Washington, under the name of the Smithsonian Institution, an establishment for the increase and diffusion of knowledge." On August 10, 1846, the U.S. Senate passed the act organizing the Smithsonian Institution, which was signed into law by President James K. Polk.

Congress authorized acceptance of the Smithson bequest on July 1, 1836, but it took another ten years of debate before the Smithsonian was founded. Once established, the Smithsonian became part of the process of developing an American national identity – an identity rooted in exploration, innovation, and a unique American style. That process continues today as the Smithsonian looks toward the future.

### Mission

The mission of the Smithsonian Institution is to increase and diffuse knowledge. As the world's largest museum, education, and research complex, the Smithsonian preserves heritage, discovers new knowledge, and shares resources with the world.

### Our Shared Future Vision

We face many challenges as individuals, as a nation, and as a global community. Through its unparalleled collections and research capabilities, and the insight and creativity fostered through art, history, and culture, the Smithsonian strives to provide Americans and the world with the tools and information they need to forge **Our Shared Future**.

For over 175 years, the Smithsonian has provided not just context, but also hope as the United States confronts weighty topics. While known as an institution that looks back to understand history and learn from it, the Smithsonian also looks forward to the future. It aspires to lead communities that come together to confront collective challenges and develop solutions that will benefit generations to come.

The Smithsonian will bring to bear vast resources—collections, 175 years of research and data, humanities, and interdisciplinary expertise—in concert with the resources of local, national, and international partners.

The Smithsonian will work collaboratively on complex topics, from climate change and biodiversity to exploration of the universe and enlarge the historical narrative around the topics that shape the nation. These collective efforts form a network of unparalleled breadth that is dedicated to learning, dialogue, and creative outcomes.

The Smithsonian will advance the formation of two new museums: the National Museum of the American Latino and the Smithsonian American Women's History Museum. These museums will help tell a more complete story about who we are as a nation and give the Smithsonian the opportunity to be the model for the next generation of museums as it employs the latest technological advances around digital content and virtual delivery, blending tradition with cutting-edge innovation.

Finally, **Our Shared Future** also means being a more resilient and flexible Smithsonian, ensuring an inclusive, welcoming, and safe work environment in which everyone can bring their best to their work in service to the public.

## Smithsonian 2027: The Strategic Plan

The Institution's five-year Strategic Plan launched in the winter of 2022, builds on the foundation laid by previous strategic plans, and outlines the Smithsonian's aspirations, priorities, and planned impact as it continues to transform to meet the challenges and opportunities of a rapidly changing world. The Smithsonian's content will reach people across the world, on topics relevant to their lives, through the lens of art, history, and science, with the Smithsonian serving as an interpretative guide.

The strategic plan has five focus areas that center on Our Shared Future as a global community.

### Digital

**Ensure every home and classroom has access to the Smithsonian's digital content.** The Smithsonian's goal is to have their content not only reach people around the globe, but also to serve as a valued, trusted tool that enriches their lives. Going forward, their digital transformation will build a digital ecosystem where the Smithsonian's most valuable assets are accessible and can be deployed wherever, whenever, and however they are most needed. The Smithsonian also will deliver a connected, seamless experience focused on audience, informed by data, and driven by strategic goals. Finally, they will create impact by using innovative tools and platforms to form meaningful, lasting relationships with the Smithsonian's audiences.

### Nimble

**Work together to build a nimble and effective Smithsonian.** Over the next five years, the Smithsonian will focus on increasing the nimbleness of the organization's administrative functions, both those that are managed centrally and those that are embedded within the individual museums, research centers, and units. By building stronger connections within the Smithsonian, they will increase the efficiency of processes and generate more effective and integrated solutions. Equally critical is the goal of fostering an environment for staff that promotes attributes such as safety, professional development, and individual accountability. They must achieve these objectives to ensure the Smithsonian remains an employer of choice for all staff.

### Trusted Source

**Be a trusted source that explores and grapples with what it means to be an American.** Based on the research that undergirds the Smithsonian's efforts, especially its history and art scholarship, the Smithsonian, as the world's largest museum, education, and research complex, has a unique and critical role in finding common ground and creating hope among the American people. Whether it is exploring racial or social justice through the aperture of history, using art as a medium for expression and understanding, engaging communities in urban and rural areas alike, or understanding the science that underlies climate change, the Smithsonian has a responsibility to use its exhibitions, educational programming, and digital content in innovative ways to foster dialogue and understanding. This commitment runs through all Smithsonian efforts. Over the next five years, the Smithsonian will, through several key Institution-wide initiatives, further the national dialogue on a variety of complex topics.

### Science

**Harness Smithsonian expertise to elevate science in the global discourse.** Smithsonian scholars, researchers, and educators will generate global impact, pursue work on critical issues facing our oceans, and find ways to support environmental justice by meaningfully engaging a diversity of stakeholders in the development and implementation of environmental policy. The Smithsonian will continue their cutting-edge work in global health and animal-to-human virus transmission and their understanding of complex ecosystems. The Smithsonian will explore the tipping and turning points in the evolution of galaxies, solar systems, and planets, assessing the uniqueness of our place in the universe. Finally, the Smithsonian will inspire all generations to engage in scientific



discovery; take advantage of science, technology, ingenuity, and culture; and contribute to a new era where people and nature can thrive.

## Education

**Build and enrich a national culture of learning by engaging with educational systems nationwide.** The Smithsonian has an ambitious goal to reach every classroom in America. To achieve this, they will strategically leverage the work that is already occurring in the Smithsonian and scale up their signature offerings. Using the collections found in their art, science, and history museums, the Smithsonian can reach each discipline taught in the classroom. The Smithsonian will also reach out externally, working with stakeholders at local and state levels to implement a comprehensive education strategy that will allow Smithsonian education programming, tools, and resources to achieve greater reach, greater relevance, and profound impact. This strategy will foster dialogue and generate shared goals between the Smithsonian and teachers, students, partners, and donors across the nation.

# About the National Museum of Natural History

## Overview

When the “new” U.S. National Museum building, now known as the National Museum of Natural History (NMNH), opened its doors on March 17, 1910, it housed art, culture, history, and natural history collections. At the time the Smithsonian was founded in 1846, its legislation provided for the National Museum. Spencer F. Baird, the first Curator of the National Museum and second Secretary of the Smithsonian, oversaw the development of the Smithsonian as the national museum of the United States.

On January 30, 1903, the U.S. Congress appropriated funds to the Smithsonian Institution for a new museum, based upon an initial study by William Henry Holmes, Curator of Anthropology at the National Museum. On March 17, 1910, the Museum opened to the public, although construction of the building was not completed until June 20, 1911. In 1957, the U.S. National Museum created two administrative subdivisions: the Museum of Natural History (MNH) and the Museum of History and Technology. The history collections were moved to a new building that opened in January of 1964 and is now known as the National Museum of American History. The art and portrait collections were moved to the new American Art and Portrait Galleries that opened in 1968. The U.S. National Museum was eliminated as an administrative entity in 1967, and MNH became a separate administrative unit. On March 24, 1969, the Museum was renamed the National Museum of Natural History to reflect its focus on the anthropology and natural history collections.

Today, the National Museum of Natural History stewards a collection of 148 million artifacts and specimens. Each one reflects a moment in space and time; in these moments we find Earth’s story. And NMNH researchers continue to glean critical new information from these objects. These discoveries about the past help model and anticipate the future. NMNH exhibits, educational programs, and staff and volunteers share the collections and the knowledge drawn from them with millions of visitors every year – deepening their appreciation for science, the natural and cultural world, and the challenges of our time.

## Mission

Understanding the natural world and our place in it.

## Vision

A future-facing Smithsonian Museum that confronts the big questions in nature, science, and society.

## Values

### One Smithsonian

The NMNH collaborates across the museum and the Smithsonian family to leverage our collective institutional resources and be more than the sum of their parts.

### Excellence

The NMNH creates a culture that expects, recognizes, and rewards excellence in our achievements as individuals, teams, and as an institution.

### Diversity

The NMNH is committed to diversity, equity, accessibility, and inclusion throughout all our activities.

### Integrity

**The NMNH is transparent, collaborative, and ethical in our collective work as a public body and a scientific institution.**

### Engagement

The NMNH develops deep relationships that foster true engagement and partnerships with our audiences, collaborators, and supporters.

### Creativity

The NMNH drives a culture of creativity and innovation throughout our work, and we take risks to spark curiosity.

## Additional Information

Learn more about the National Museum of Natural History at the following links:

- [2023 Annual Report](#)
- [Our World, Our Future: 2021-2025 Strategic Plan](#)



## Leadership

### Kirk Johnson, Sant Director



Dr. Kirk Johnson is the Sant Director of the Smithsonian National Museum of Natural History where he oversees the world's largest natural history collection. The Museum hosts nearly 5 million visitors each year. In 2018, its scientists published 586 scientific research papers and named 310 new species. In 2019, the museum opened [\*The David H. Koch Hall of Fossils-Deep Time\*](#), an exhibition that interprets the history of life on Earth and its relevance to the future of humanity.

Before his arrival at the Smithsonian in 2012, Kirk was a paleontologist at the Denver Museum of Nature & Science where he led expeditions in 18 states and 11 countries. His research focuses on fossil plants and the extinction of the dinosaurs. In 2011, he led an ice age excavation near Snowmass Village in Colorado that recovered parts of more than fifty mastodon skeletons. He is known for his scientific articles, popular books, museum exhibitions, documentaries, and collaborations with artists.

His recent documentaries include [\*Making North America\*](#) and [\*The Great Yellowstone Thaw\*](#), both of which aired on PBS channels. He is the host of NOVA's Polar Extremes, a documentary about the ancient climate of the Arctic and Antarctic, which premieres on February 5, 2020. His latest book, *Cruisin' the Fossil Coastline, The Travels of an Artist and a Scientist along the Shores of the Prehistoric Pacific* explores the deep history of the West Coast from California to Alaska.

Kirk is originally from Bellevue, Washington, has a bachelor's degree from Amherst College, a master's degree from the University of Pennsylvania and a doctorate in geology and paleobotany from Yale University.

### Virginia Kromm, Associate Director of Advancement and Communications



Virginia Kromm serves as the Associate Director of Advancement and Communications at the National Museum of Natural History and leads the museum's Office of Advancement and Communications which includes the offices of Development, Special Events, and Communications and Public Affairs.

Virginia brings to the museum over 15 years of experience in fundraising, communications, and program management. Prior to joining the museum's staff, Virginia served as the Chief Advancement Officer at the [\*Smithsonian's National Zoo and Conservation Biology Institute\*](#). There she led a team that raised historic levels of funding for the Zoo and Smithsonian's global conservation work. She also successfully guided the establishment of the Smithsonian National Zoo Membership Program and managed the Zoo and Conservation Biology Institute's Advisory Board.

Prior to working at the Smithsonian, Virginia served as Vice President of External Affairs at Island Press, a non-profit publisher of environmental science. There, she created public education programs and developed national outreach campaigns that raised the profile of scientists and their efforts to contribute to environmental solutions. Virginia also directed corporate and foundation fundraising at Resources for the Future, an environmental economics think tank.

Virginia is a graduate of Washington University in St. Louis. She is an active member of the Board of Directors at Friends of the National Arboretum.



## About Washington, D.C.

The District of Columbia is a mosaic of neighborhoods, from historic Capitol Hill and Georgetown to the Penn Quarter's arts scene to the 24/7 buzz of Adams Morgan. The banks of the Potomac and Anacostia rivers are flourishing with some of the capitol region's most exciting destinations for live music, sports, dining, and on-the-water activities.

Washington is known as a central hub for American history and politics. There are renowned, free museums and stunning memorials and monuments dedicated to America's leaders, but the District also is known as a great place to live and work. D.C. has more than 30 neighborhoods and is currently growing at a rate of 1.28% annually and its population has increased by 19.77% since the 2010 census. It is known for its walkability and extensive public transportation system.

The Washington, D.C. Metro — one of the busiest public transportation systems in the country — connects all four quadrants of the city with suburban Virginia and Maryland and is a convenient way to navigate the region. Baltimore and Annapolis are within easy driving distance, as are other Maryland suburbs, and three major airports connect Washington with every major city in the U.S.

The *U.S. News & World Report* ranked D.C. as:

- #1 Best Historical Cities to Visit in the USA
- #2 Best East Coast Vacation Spots
- #15 Best Places to Visit in the USA
- #8 Best Family Vacations in the USA
- #6 Best Spring Break Family Vacations



## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the National Museum of Natural History in this search, which will remain open until an appointment is made.

The annual salary range that the National Museum of Natural History reasonably projects for this position is \$180,000-\$190,000.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Senior Partner Greg Duyck and Senior Associate Maya E. Holt-Brockenbrough, Ph.D.

[NMNH-CAO@wittkieffer.com](mailto:NMNH-CAO@wittkieffer.com)

*The Smithsonian Institution is an Equal Opportunity Employer. We believe that a workforce comprising a variety of educational, cultural, and experiential backgrounds support and enhance our daily work life and contribute to the richness of our exhibitions and programs. See [Smithsonian EEO program](#) information.*

*The Smithsonian Institution provides reasonable accommodation to applicants where appropriate. Applicants requiring reasonable accommodation should contact the Human Resources Specialist listed. Determinations on*

*requests for reasonable accommodation will be made on a case-by-case basis. To learn more, please review the Smithsonian's [accommodation procedures](#).*