



## Executive Director

Full-time | San Rafael, CA

### About Youth in Arts

Since its founding in 1970, [Youth in Arts](#) (YIA) has served **over one million students** across the North San Francisco Bay Area, ensuring that students of all backgrounds and abilities have access to high-quality



arts education. As the region's leading arts education provider—and the only consistent source of arts instruction for special education students in Marin—we deliver innovative visual and performing arts programs and build the capacity of educators and teaching artists through training, coaching, and strategic support. Beyond classrooms, Youth in Arts has shaped the cultural landscape of Marin for decades, founding and producing the Italian Street Painting Festival for 16 years and operating a youth art gallery in downtown San Rafael's Cultural Arts District since 2011. Through deep school partnerships, direct

instruction, exhibitions, and sustained advocacy, we continue to transform the lives of thousands of young people each year—grounded in the belief that **access to a creative life is a right for every student**.

### The Opportunity

Youth in Arts (YIA) seeks an Executive Director who is ready to lead a dynamic, mission-driven organization into its next era of growth and impact. Looking ahead, YIA is stepping into a powerful leadership role in shaping the future of arts education county-wide and beyond. Through innovative partnerships such as the Arts Now Marin Coalition and a new Program Impact Study with San Rafael City Schools and Dominican University, we're advancing data-informed strategies to ensure every TK–5 student has access to meaningful arts learning. For the next Executive Director, this momentum creates an extraordinary opportunity to guide a beloved and innovative organization as it expands partnerships, champions youth expression, and leads the region in arts education advocacy.

Reporting to the Board of Directors, the Executive Director will serve as the organization's chief ambassador—cultivating strong relationships with six staff, eighteen teaching artists, board members, donors, educators, and community partners. This leader will drive fundraising and revenue strategy, strengthen partnerships, steward organizational culture, and refine systems that support high-quality arts programming. The ideal candidate brings experience in arts education, program administration, fundraising, and cross-sector collaboration, and thrives in a fast-paced, creative environment. This is an opportunity for a visionary, hands-on leader to shape an already beloved organization and expand its impact for generations to come.

### Key Responsibilities

#### Fundraising & Strategic Growth -

- Lead and advance YIA's strategic plan, aligning goals with mission, vision, and values.

- Serve as the primary fundraising leader—expanding individual, institutional, corporate, and government support and diversifying revenue streams.
- Build strong relationships with donors, funders, partners, and community leaders to increase visibility and resources.
- Guide cohesive messaging, marketing, and communications to elevate YIA's brand and expand earned-revenue opportunities.

#### Budget & Fiscal Management -

- Oversee the organizational budget to ensure financial stability, growth, and clear resource allocation.
- Monitor financial performance, provide accurate reporting to the Board, and collaborate with finance partners on ongoing processes.
- Analyze contributed and earned revenue trends to support informed decision-making, with an emphasis on the growth of earned-income streams.

#### Organizational Leadership -

- Build and sustain a positive, collaborative workplace culture that attracts and retains diverse staff and board members.
- Coach and mentor staff and provide visionary and inclusive leadership grounded in diversity, equity, inclusion, and belonging.
- Oversee day-to-day operations, programs, and personnel to ensure high organizational performance.
- Partner with the Board on governance, recruitment, engagement, and strategic decision-making.
- Identify and mitigate organizational risks, strengthening long-term resilience.

#### Program & Community Impact -

- Champion and expand YIA's programs and partnerships in collaboration with the programs team.
- Provide visionary leadership in arts education, ensuring all programs reflect current research, emerging trends, and the evolving needs of students and the community.
- Engage actively with community stakeholders through events, public speaking, and partnerships.
- Advocate for equitable access to arts education and represent YIA as a visible leader in the regional arts ecosystem.

#### **Ideal Candidate**

The Executive Director will be a dynamic, creative, and dedicated leader who values teamwork and collaboration and is passionate about uplifting all communities. They will be people-oriented and comfortable engaging a wide range of stakeholders and networking across sectors and groups, including donors, government, education, and grass-roots community members. A sound decision-maker, the Executive Director will be versatile and resourceful with the ability to anticipate and solve complex

challenges. They will model compassionate, transparent, and authentic leadership, remaining attuned and responsive to the needs of others.

#### Required Qualifications

- Deep belief in the power of the arts to impact individuals, schools, and communities
- 5+ years of management level experience in arts administration, education, nonprofit management, business, or a related field
- Demonstrated success leading programs or organizations, including fundraising and budget oversight.
- Experience and demonstrated success with grant writing and individual giving are highly valued.
- Strong skills in community engagement, strategic planning, and program development
- Experience working collaboratively with a board of directors and staff
- Proven commitment to accessibility for people of diverse backgrounds, individuals with disabilities, and fostering an inclusive organizational culture
- Collaborative, visionary leadership style with a track record of building and motivating effective teams

#### Our Team: Culture and Benefits

This is a full-time position based in San Rafael, California. Youth in Arts is a warm, caring, and empathetic organization deeply committed to its mission. We value creativity, confidence, and compassion, and prioritize innovation, adaptability, and strong community partnerships. While our history guides us, we embrace new ideas and approaches to make the greatest impact for the youth we serve.

The salary range offered for this role is \$130,000–\$150,000 (commensurate with experience), along with a benefits package that includes hybrid work options to support personal well-being, work/life balance, and professional excellence.

Youth in Arts is an equal opportunity employer and encourages applications from people of color, LGBTQIA2S+ individuals, women, persons with disabilities, and others from underrepresented communities. We value diverse perspectives and are committed to fostering an inclusive, equitable workplace where all staff and students feel welcomed, supported, and empowered to thrive through the arts.

#### How to Apply

Please submit a thoughtful cover letter and resume to: Susannah Sallin, Search Consultant to Nonprofits, [apply@sallinsearch.com](mailto:apply@sallinsearch.com) with “Youth in Arts ED” in the Subject Line. We will respond to all applicants. Thank you.