

Arts & Culture Director



City of Phoenix



This is a tremendous opportunity for a seasoned, inspiring and resilient champion of the arts to join the Phoenix team and plant a flag for their career!

THE CITY

Over 1.7 million people call Phoenix home, where sunshine and opportunities are endless! Commonly known as the “Valley of the Sun”, Phoenix is the 5th largest city in the United States and provides a rich culture and an abundance of attractions for both residents and visitors from museums, nature parks, and restaurants to a vast network of arts, entertainment, sports, recreational and educational amenities.

Phoenix and the surrounding areas are home to several major professional sports teams, including the Arizona Diamondbacks (MLB), Phoenix Suns (NBA), Phoenix Rising and Phoenix Mercury (WNBA), Arizona Cardinals (NFL), and the site for the Spring Training MLB Cactus League. Phoenix also has one of the fastest growing job markets and is emerging in a new economy with strength in advanced manufacturing, aerospace and defense, bioscience & healthcare, computer sciences and entrepreneurial activity. Education continues to be a primary focus as well with high-quality public schools, community colleges and universities.

With its strategic location within hours of multiple leisure destinations, Phoenix offers outstanding weather and a vibrant lifestyle, making it a great place to do business, but an even better place to live.

THE ORGANIZATION

The City of Phoenix is a full-service city with the largest council-manager form of government in the United States, with over 16,000 city employees, including seven employee unions and associations, and a \$7.8 billion annual budget. The Phoenix City Council is comprised of a Mayor and eight Council members. Each council member is elected by the people from a represented council district for a four-year term. The Mayor is elected at-large. The City Manager is appointed by the Mayor and City Council and is responsible for the city’s day-to-day management and operations including overseeing more than 30 departments and managing the finances and budget of the City of Phoenix.

The vision for the City is to improve the quality of life through efficient delivery of outstanding public services. The vision statement, “We will make Phoenix a great place to live, work, and visit, by fostering a dynamic and sustainable environment with exceptional public services,” continues to define and stimulate the City’s growth and development. The City places a high value on being employee-friendly by striving to be a local market leader for employee compensation and benefits, honoring all cultures and lifestyles, leading the way to be innovative and progressive, and creating a workplace that focuses on customer service excellence both internally and externally to become an “employer of choice”.



BUILDING THE PHOENIX TEAM

The City Manager has identified the following goals for the City organization in 2026:

Build Leadership Capacity for the Next Decade

Improve Customer Service

Continue Financial Excellence

Enhance Economic Development, Water Security and Competitiveness

Further Continuous Improvement in Public Safety

Improve Housing Affordability and Support Safety for Neighborhoods and Residents

Preserve and Expand a Safer Transportation Network

To learn more about the City of Phoenix, visit:
<https://www.phoenix.gov/>



*It is an exciting time to work for the City of Phoenix! For the first time since 2006, a General Obligation (GO) Bond program of \$500 million was approved by Mayor and Council. During a Special Election in November 2023, the voters approved the GO Bond Program, which is essential in funding the critical infrastructure and rehabilitation needs of City facilities such as parks, libraries, arts & cultural facilities, fire and police stations, affordable housing, streets, and storm drains. **To learn more about the proposed GO Bond Program visit: <https://www.phoenix.gov/bond>***

POSITION OVERVIEW

Under the general supervision of the Deputy City Manager, the Arts & Culture Director will oversee the Phoenix Office of Arts and Culture, the City's designated local arts agency. With an award-winning public arts program, the department offers various opportunities, including funding and professional development, to support the work of arts organizations, artists and educators who provide quality arts programming, activities and experiences to the Phoenix community. The Director will also oversee the annual grants provided to nonprofit arts organizations and artists to ensure cultural services and opportunities are accessible to Phoenix residents of all ages and be committed to working in partnership with the ancestral Indigenous communities to foster understanding, appreciation and respect for this heritage.

The Arts and Culture Director will be responsible for the physical plant and property for a number of City-owned cultural facilities that draw more than six million total attendances each year to include the Arizona Opera, Ballet Arizona, Black Theatre Troupe, Children's Museum of Phoenix, Phoenix Art Museum, Phoenix Center for the Arts, The Phoenix Theatre Company, S'edav Va'aki Museum and Archaeological Park, Shemer Art Center, Tovrea Castle at Carraro Heights, and Valley Youth Theatre. Voter-approved city general obligation bonds funded a majority of these facilities.





Additional responsibilities for the Arts & Culture Director:

- » Oversees the development and implementation of a comprehensive Public Art Project Plan.
- » Supervises professional and clerical support staff.
- » Translates goals, objectives, and policies of the Phoenix Office of Arts and Culture into workable plans, programs, projects, and activities.
- » Administers community service grants and cultural facility bond monies to arts and cultural organizations.
- » Interprets and drafts City ordinances related to the arts.
- » Initiates ideas and recommendations to the Arts & Culture Commission for ratification.
- » Serves as chief arts and culture advocate for the City of Phoenix.
- » Prepares and administers operating and capital improvement budgets and fund-raising efforts.
- » Works with government or private nonprofit boards or commissions in a leadership or a policy advisory position on arts issues.
- » Develops partnerships to implement creative initiatives that focus on sustainable funding for arts and culture programs.
- » Develops and implements strategic art and culture plans.
- » Conducts seminars, training, and workshops to give technical assistance to local arts agencies.
- » Creates an identity for arts and culture and oversees public relations program.
- » Maintains regular and reliable attendance.
- » Demonstrates superior seamless customer service, integrity, and commitment to innovation, efficiency, and fiscally responsible activity.

For more information on the Phoenix Office of Arts and Culture, please visit: <https://www.phoenix.gov/administration/departments/arts.html>



arts +
culture
CITY OF PHOENIX



CHARACTERISTICS OF THE IDEAL CANDIDATE

The ideal candidate needs to be an out-of-the-box thinker with the patience and perseverance to balance the strategic mission of the department and city, while also having a vision to reimagine the Phoenix of tomorrow and for what is possible in the arts space. This “big picture” thinker shall be focused on enriching the lives of the residents, businesses and visitors through the local arts, culture, and education in the Phoenix.

Candidates must have proven experience and transferable skills to drive forward the cultural art bond projects, effectively navigate engagement with artists, philanthropists, patrons, public art contractors/vendors, community stakeholders, Commissioners, and elected officials, showcasing strong political acumen and the ability to build consensus to solve public-facing issues.

This role also requires someone with emotional intelligence to effectively manage a high-performing staff and tap into their true potential to develop and prepare them for future growth opportunities. The new Director must also have the humility to listen intentionally to understand the needs, perspectives and concerns of others and the willingness to put the department’s goals and mission ahead of personal accolades.

QUALIFICATIONS

- » Bachelor’s Degree from an accredited college or university with major coursework in arts/arts education, business administration or a directly related field.
- » A Master’s Degree is preferred in a similar concentration.
- » A minimum of five (5) years supervisory management experience with a local, state or national agency, non-profit or foundation in the arts field (such as music, theater, dance, visual/digital arts) or arts-related program in education.



COMPENSATION AND BENEFITS

Salary is up to \$207,979 annually and will be commensurate with the qualifications and experience of the successful candidate. The City contributes 9% of salary into a 401(a) plan with no matching required. \$6,000/annual car allowance and \$1,440/annual cell phone allowance.

The selected candidate will be required to reside within Phoenix city limits within 24 months after the date of hire.

A comprehensive Executive benefits package is offered which includes:

Traditional pension with employer and employee contributions; choice of medical HMO, PPO, HDHP/HSA plans; wellness incentive of up to \$720 annually; dental; vision; life insurance; long-term disability; medical enrollment includes a monthly \$150 City contribution to a Post-Employment Health Plan; bus/light rail pass; tuition reimbursement; paid time off includes 13.5 paid holidays, 12 vacation days, 6 personal days, and 15 sick days.

For more details, visit: <https://www.phoenix.gov/hrsite/Benefit%20Category/010.pdf>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Monday, April 27, 2026**. Please submit your materials to: <https://www.cpsr.us/recruitment/2594>.

For additional information about this position please contact:



KYLIE WILSON

Principal Consultant

Email: kwilson@cpsr.us

Website: www.cpsr.us

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited for this role will be invited to participate further in two rounds of interviews with the final round being held in-person. ***This is a non-classified position and not covered under the civil service rules. This recruitment and any interview process resulting from this recruitment may be used to fill any related current or future vacancies.***

