

STATE OF
ALASKA

ALASKA STATE COUNCIL ON THE
ARTS
EXECUTIVE DIRECTOR

SALARY	\$7,264 - \$8,307 per month, DOE	LOCATION	Anchorage
JOB TYPE	Full Time Permanent	REMOTE	Eligible for hybrid work
PCN	05 -1681	BARGAINING UNIT	Exempt Executive Branch
DEPARTMENT	Education & Early Development	OPEN TO	Alaska Residents Only

Lead Alaska's State Arts Agency

The Alaska State Council on the Arts (ASCA) is seeking a strategic, collaborative, and publicly minded leader to serve as Executive Director. This executive-level position provides statewide leadership for Alaska's public arts agency, advances the Council's mission, and ensures that public resources are managed with integrity, transparency, and measurable impact. The Executive Director works with the Council, state leadership, staff, Tribal partners, artists, arts and cultural organizations, educators, communities, and national partners to strengthen access to the arts throughout Alaska.

About the Alaska State Council on the Arts

ASCA is Alaska's state arts agency. The Council supports artists, organizations, schools, educators, communities, and cultural partners through grants, programs, partnerships, technical assistance, public art, arts education, accessibility leadership, and statewide advocacy. ASCA serves communities across a geographically vast and culturally diverse state, including urban, rural, and remote communities.

Success in the Executive Director role requires strong relationships, respect and understanding of local and Tribal knowledge, practical approaches to bridging distance, systems and infrastructure, and a commitment to reaching communities that may have limited transportation, broadband, staffing, or access to philanthropic resources.

The Opportunity

The Executive Director position leads agency strategy, operations, budgeting, personnel, public policy, partnerships, and organizational culture. The Executive Director supports the Council in its governance role and works within the State of Alaska's administrative, legal, budget, procurement, personnel, ethics, and accountability systems.

This is a highly visible role requiring excellent judgment, nonpartisan leadership, and the ability to explain the public value of the arts to many audiences. The successful candidate will be equally comfortable preparing a budget request, briefing a Council or legislative committee, listening in a rural community, negotiating with a federal partner, coaching staff, and responding calmly to a high-stakes public issue.

Key Responsibilities

Mission, Strategy, and Council Leadership

- Translate ASCA’s mission and statutory responsibilities into a clear statewide strategy, annual priorities, budgets, performance measures, and accountable implementation
- Provide the Council with timely, candid, and decision-ready information, including options, tradeoffs, risks, and recommended actions
- Support Council meetings, planning, policy development, orientation, and compliance with applicable public meeting and records requirements

State Executive and Legislative Leadership

- Represent ASCA with integrity to the Governor’s Office, the Legislature, the Department of Education and Early Development, other state agencies, local governments, and statewide partners
- Develop and defend operating and capital budget requests; prepare testimony, fiscal and program information, briefing materials, reports, and responses to legislative or executive inquiries
- Maintain effective, nonpartisan relationships across administrations and political perspectives

Financial and Resource Stewardship

- Direct the development and administration of state, federal, interagency, and other private and philanthropic funds
- Ensure sound internal controls, timely financial reporting, compliant grantmaking, procurement, contracting, audit readiness, risk management, and responsible stewardship of public assets and private investments
- Identify financial risks early and align resource decisions with strategy, service commitments, and long-term sustainability

Federal Partnership and Compliance

- Serve as the agency’s lead relationship manager with the National Endowment for the Arts and other federal partners
- Oversee federal partnership agreements, required plans and reports, subaward monitoring, civil-rights and other compliances, allowable-cost requirements, and other applicable federal grant obligations

Programs, Grants, and Statewide Impact

- Provide executive oversight for ASCA’s grants, arts education, public art, community programs, accessibility initiatives, partnerships, and professional development
- Ensure programs are responsive, understandable, legally compliant, and accessible to communities with different levels of capacity
- Use evidence, evaluation, community feedback, and field knowledge to assess impact and improve services

Statewide, Rural, and Tribal Partnerships

- Build and advance durable, respectful relationships with Alaska Native peoples and Tribal governments, rural and remote communities, regional organizations, local arts agencies, schools, artists, cultural bearers, nonprofit organizations, businesses, foundations, and municipalities

- Ensure engagement is not limited to Anchorage, Juneau, or communities connected by the road system. Travel statewide as needed, including to communities reached primarily by air or marine transportation

People, Culture, and Operations

- Lead, supervise, support, and develop a professional staff and contractors
- Establish clear expectations, delegate authority, evaluate performance, address conflict, strengthen retention and succession planning, and foster a culture of trust, accountability, learning, accessibility, and respectful collaboration.
- Ensure continuity of operations and effective use of available state services and resources

Public Communication and Advocacy

- Serve as ASCA's primary spokesperson and a credible public advocate for the arts, culture, creativity, and the creative economy
- Communicate clearly with elected officials, media, community leaders, grantees, artists, educators, business partners, and the public
- Adapt complex information for different audiences while maintaining accuracy, consistency, and transparency

Technology, Data, and Continuity

- Provide executive oversight of technology, data governance, privacy, cybersecurity, records retention, digital accessibility, vendor commitments, and business continuity
- Align technology with efficiency and needs of a state arts agency, accountable to the public

The Ideal Candidate

- Believes the arts are a public good and can articulate their value in education, community well-being, cultural continuity, civic life, and economic development
- Leads with integrity, transparency, cultural humility, curiosity, and respect for Alaska's geographic and cultural diversity
- Can move between long-range strategy and short- to mid-term practical execution without losing sight of either
- Builds trust across political, cultural, regional, and institutional differences while maintaining the agency's mission and legal responsibilities
- Uses evidence and community feedback to make decisions, acknowledges when an approach is not working, and adjusts responsibly
- Creates an environment where skilled staff can do excellent work, raise concerns, learn, and take appropriate initiative
- Remains composed and exercises sound judgment during unanticipated challenges, public controversy, budget pressure, organizational change, and reputational risk

Minimum Qualifications

Applicants must meet one of the following pathways:

- A bachelor's degree from an accredited college or university in arts administration, public administration, nonprofit management, business administration, public policy, education, the arts, cultural studies, or a

closely related field; AND at least six years of progressively responsible professional leadership experience, including at least three years in a senior director, management or executive role.

OR

- Ten years of progressively responsible professional leadership experience, including at least three years in a senior director, management or executive role. Relevant professional experience may substitute for postsecondary education on a year-for-year basis.

Qualifying experience must demonstrate responsibility for a substantial combination of organizational strategy, personnel supervision, budget oversight, public or board communication, partnerships, program administration, and organizational accountability.

Preferred Qualifications

- Leadership experience in a public cultural agency, statewide nonprofit, Tribal organization, or similarly complex mission-driven organization
- Knowledge of Alaska state government, the legislative budget process, personnel systems, procurement, grants administration, ethics requirements, and public accountability standards
- Experience working directly with Alaska Native peoples, Tribal governments, rural and remote communities, and culturally specific organizations
- Experience securing or administering federal funding, including National Endowment for the Arts awards, and developing supplemental public-private or philanthropic resources
- Experience with arts education, public art, cultural policy, creative economy initiatives, community development, or statewide grantmaking
- Experience leading through fiscal uncertainty, organizational restructuring, or significant public scrutiny
- A graduate degree in a relevant field

Required Knowledge, Skills, and Abilities

- Executive leadership of a public agency, nonprofit organization, Tribal organization, educational institution, or arts and cultural organization
- Strategic planning, organizational change, performance measurement, and alignment of budgets and staffing with priorities
- Public-sector budgeting, financial controls, grants administration, procurement, contracting, audit readiness, and risk management
- Leadership and supervision of professional staff, including performance management, coaching, delegation, conflict resolution, and organizational development
- Work with governing or advisory boards and the ability to distinguish governance, executive, and staff responsibilities
- Excellent public speaking and writing, including testimony, executive briefings, policy correspondence, reports, and communication during sensitive or high-profile matters
- Ability to interpret and apply statutes, regulations, administrative requirements, federal award conditions, policies, and procedures
- Demonstrated ability to establish relationships with communities and stakeholders whose geography, culture, institutional capacity, or political perspectives differ from one another
- Commitment to accessibility and compliance with applicable civil-rights and disability-access requirements in programs, employment, communications, and public services

- Sound judgment regarding contracted support for technology and program management

Conditions of Employment

- This position is in the exempt service and is not covered by a collective bargaining agreement. Final classification and statutory citation must be confirmed by the hiring authority and the Division of Personnel and Labor Relations.
- The position requires regular in-state travel and occasional out-of-state travel. Travel may involve small aircraft, ferries, winter conditions, variable schedules, and communities with limited lodging or ground transportation.
- The selected candidate must comply with the Alaska Executive Branch Ethics Act and all applicable conflict-of-interest, financial disclosure, records, security, and employment requirements.
- The successful candidate must be able to work outside standard business hours when required for Council meetings, legislative activity, community engagement, travel, public events, or urgent operational matters.
- Employment is subject to any required reference, background, or other pre-employment review.

Application Requirements

A complete application must include:

1. A letter of interest, no more than three pages, that addresses: (1) your executive leadership experience; (2) your experience with public budgets, boards, or government decision-making; (3) how you would build trust and deliver statewide service across Alaska's urban, rural, remote, and Tribal communities; and (4) an example of communicating a complex or politically sensitive issue to different audiences. (5) In addition, describe your experience leading a complex organization or public-facing program. Include the size of the team, budget, range of programs, and your level of decision-making authority.
2. A current resume with a clear, accessible format
3. Three professional references and contact information including title, phone, mailing and email addresses). Include at least one current or former supervisor and one person who has served with you in a board, governance, government, or community-partner capacity.
4. Documents 1 through 3 should be combined and uploaded as one PDF with the file title: LAST NAME_FIRST NAME_ASCA ED PCN 05-1681_DATE
5. Email your application to: ASCA Search Committee at asca.info@alaska.gov before Friday, August 21, 2026 at 4:30pm. Please do not deliver applications in-person.

Applicants will receive a status notification by September 21, 2026. Applicants invited to interview may be asked to provide writing samples, recent performance evaluations, educational transcripts or additional references, and a brief presentation or written response to an executive-level scenario.

Why Join the State of Alaska

This position offers the opportunity to shape statewide arts policy and public investment while working with communities, artists, cultural leaders, educators, and partners across Alaska. This position is eligible for health coverage, retirement benefits, supplemental annuity and deferred compensation options, paid leave, and paid holidays. Actual benefits depend on position status and current State of Alaska benefit rules.

[Ak DRB > AlaskaCare Employee Health Plans](#)

Equal Opportunity and Reasonable Accommodation

The State of Alaska complies with Title I of the Americans with Disabilities Act (ADA). Individuals with disabilities who require accommodation, auxiliary aids, or services, or alternative communication formats, please call 1-800-587-4095 in Juneau or TTY: Alaska Relay 711 or 1-800-770-8973 or correspond with the Division of Personnel at P.O. Box 110201, Juneau, AK 99811-0201. The State of Alaska is an equal-opportunity employer.

Contact Information

Recruitment Contact:	Te'Shawn Anderson-Johnson, Finance and Administrative Officer, Alaska State Council on the Arts, teshawn.anderson-johnson@alaska.gov , 907-269-6610
Closing Date:	Friday, August 21, 2026 at 4:30pm, Alaska Time
Submit Application Letter of Interest and Resume by Email:	asca.info@alaska.gov
