



# Executive Director – Southern Exposure

**Location:** San Francisco, CA

**Application Deadline:** Applications will be reviewed in the order they are received until the position is filled. Applications received by November 1, 2025 will be given priority consideration.

## About Southern Exposure

Southern Exposure (SoEx) is a 51-year-old, artist-centered nonprofit organization committed to supporting emerging and experimental artists in San Francisco's Mission District and beyond. Through exhibitions, re-granting, public programs, and educational initiatives, SoEx provides a vital platform for risk-taking, community-driven, and socially engaged art practices.

As we celebrate SoEx's landmark 50th anniversary, we are entering a new chapter. Following the planned departure of Artistic Director Valerie Imus in Spring 2026, SoEx is transitioning from a co-director model to a single Executive Director model — a step designed to ensure organizational resilience in the years ahead.

## Position Summary

The Executive Director (ED) is the chief executive of Southern Exposure, reporting to the Board of Directors and responsible for advancing the organization's mission, stewarding its resources, and leading its staff and community partnerships.

This is an extraordinary opportunity for a visionary, collaborative, and resourceful leader to guide a beloved San Francisco cultural institution into its next chapter. The ED will provide strategic direction, drive fundraising and resource development, ensure organizational health, and champion SoEx as a vital home for experimental, boundary-pushing, and community-centered work with artists.

SoEx is deeply committed to artistic freedom, advancing equity, and amplifying underrepresented voices — and seeks a leader who will sustain these values while growing a diverse and engaged community of visual arts supporters.

# Key Responsibilities

## Leadership & Vision

- Champion SoEx's mission and values, ensuring artistic freedom remains uncompromisingly protected and community relevance stays at the heart of the organization.
- Partner with staff, board, artists, and community stakeholders to shape SoEx's next chapter, balancing risk-taking with sustainability.
- Serve as a public ambassador, building visibility and forging new partnerships across the Bay Area and beyond.

## Fundraising & Resource Development

- Lead a comprehensive fundraising strategy across individual, institutional, government, and earned income sources to sustain an ~\$850k annual budget.
- Cultivate and deepen relationships with donors and funders, and oversee all grant-seeking activities.
- Supervise and collaborate with staff to ensure success of the annual Art Auction, Monster Drawing Rally, and other key events.

## Finance & Organizational Management

- Oversee day-to-day operations, including finance, operations, systems, database, development, programming, communications, and facilities.
- Develop and manage annual operating plans and budgets with the Finance Committee and Board approval.
- Monitor financial performance and ensure legal, insurance, and regulatory compliance.
- Manage external accountants, auditors, and other contractors as needed.
- Identify and evaluate risks to the organization, and ensure strong fiscal oversight and cash management.

## Programming & Artistic Direction

- Support continuation of the program slate planned into 2026.
- Shape future programming in collaboration with staff, artists, and community voices, ensuring it:
  - Protects and prioritizes artistic freedom and experimentation.
  - Uplifts underrepresented voices, advocates to new and diverse audiences, and builds an ever-growing community of visual arts supporters.
  - Reflects SoEx's mission to remain an accessible, supportive, and risk-taking space for artists to learn, connect, and present new work.
- Grows engagement and attendance, expanding SoEx's reach to new audiences while deepening connections with existing communities.

## Staff Leadership & Culture

- Manage and mentor a small, dedicated staff, fostering collaboration, professional growth, and an inclusive, supportive workplace.
- Implement annual performance reviews and ensure staff goals are met.

## Board Partnership & Governance

- Collaborate with the Board and committees on strategic planning, financial oversight, and fundraising.
- Keep the Board informed on organizational health and ensure alignment on priorities.

## Qualifications

We encourage applications from candidates with diverse experiences and backgrounds. The ideal candidate will bring:

- **Visionary Leadership:** Passion for SoEx's mission and a clear understanding of the value of experimental, community-centered art.
- **Nonprofit Management Experience:** At least five years of leadership experience, including budget management, staff supervision, and board engagement.
- **Fundraising Success:** A track record of cultivating donors, securing grants, and achieving revenue goals.
- **Collaborative Spirit:** Skill in working with artists, staff, boards, and community partners with transparency and respect.
- **Commitment to Equity:** Experience building inclusive, equitable workplaces and supporting diverse artists and audiences.
- **Strong Communication:** Ability to serve as the public voice of SoEx, articulating its mission to multiple audiences.

## Compensation

This is a full-time, exempt position based in San Francisco, including a combination of onsite and remote hours M-F as well as some evenings and weekends for committee meetings, gallery openings, and fundraising/special events. The salary range is \$90,000 – \$110,000, commensurate with experience, plus benefits (healthcare, paid time off, professional development support).

## Physical Requirements

Performing this job requires use of hands to finger, handle, or feel objects, tools or controls, sit, talk, hear, stand, climb, balance, stoop or kneel. While performing the duties of this job, the employee regularly works on-site at the organization where the employee may be exposed to fumes or airborne particles from art supplies.

## How to Apply

Please send a cover letter, resume, and three references in a single PDF to [search@soex.org](mailto:search@soex.org) with the subject line: **Executive Director Search – [Your Name]**.

Southern Exposure is an Equal Opportunity Employer and encourages diversity on our staff team, governing groups, and artist community. Black, Indigenous, and People of Color (BIPOC), immigrants, women, and LGBTQ+ candidates are encouraged to apply.

Projected start date: January 15, 2026 (with paid onboarding starting as early as January 1 if possible).

*For more information\*\* about Southern Exposure, visit [soex.org](http://soex.org) or stop by the gallery (3030 20th St.) between 12:00pm and 6:00pm, Tuesdays through Saturdays.*

*\*\* We encourage you to visit an upcoming event (Monster Drawing Rally on October 11) to learn more about SoEx's programming and community.*