McWane Science Center

Sparking wonder and curiosity about our world through hands-on science experiences

Vice President of Education

The Vice President of Education is an enthusiastic senior institutional leader responsible for advancing McWane Science Center's educational strategy, impact, partnerships, and financial sustainability. Reporting to the President and CEO, this full-time, on-site position leads four departmental leaders, builds strategic relationships throughout Alabama's education ecosystem, and works across McWane Science Center to connect compelling science experiences with educational achievement, access, and future workforce pathways. The Vice President combines executive vision with accountability for measurable educational and operational results.

McWane Science Center, a non-profit organization in downtown Birmingham, Alabama, offers four floors of interactive exhibits and educational programming, features an IMAX Dome theater with laser technology and delivers outreach programs to schools across the state.

Accountabilities and Major Duties

I. Institutional strategy and executive leadership.

a. Serve as an active member of McWane Science Center's senior leadership team, contributing to institutional goals, strategies, financial planning, organizational culture, and cross-departmental decisions.

b. Lead Education Division strategies aligned with institutional goals; establish measurable objectives, evaluate results, and communicate progress and recommendations to the President and CEO.

c. Collaborate with Operations, IMAX, Marketing, Development, and Finance to strengthen educational coherence, mission alignment, and institutional effectiveness without assuming operational authority over other divisions.

II. Educational vision, impact, and quality.

a. Establish the strategic direction and educational quality expectations for school programs, outreach, museum engagement, volunteer services, camps, homeschool, and other assigned educational experiences.

b. Lead a divisional framework for assessing participation, access, program quality, learning outcomes, STEM identity development, partnership effectiveness, statewide reach, and financial performance.

c. Use evaluation findings, educational research, and community needs to guide program priorities, innovation, and continuous improvement; ensure accessible, inclusive educational experiences.

III. Strategic partnerships and statewide education leadership.

a. Independently cultivate relationships with superintendents, school districts, state education agencies, higher education, industry, and community organizations to advance McWane Science Center's educational priorities.

b. Develop collaborative initiatives that connect early STEM learning with educational achievement, career awareness, and future workforce opportunities; negotiate partnerships within established institutional policies.

c. Serve as an outward-facing representative of McWane Science Center at educational, civic, and community meetings; identify opportunities to expand engagement with under-resourced audiences and strengthen statewide educational reach.

IV. Financial stewardship, earned revenue, and resource development.

a. Lead Education Division budgeting, forecasting, resource allocation, and financial performance in collaboration with Finance and direct reports.

b. Hold program leaders accountable for earned revenue growth, enrollment, expense management, and; authorize pricing, scheduling, and program adjustments within approved budgets and organizational policies.
c. Distinguish financial expectations for earned-revenue, contributed-revenue, and hybrid programs while maintaining educational quality and access.
d. Partner proactively with Development and Marketing to identify philanthropic and grant opportunities, cultivate partners, contribute to proposals and donor conversations, and demonstrate the educational impact of contributed support.

V. Divisional leadership and operational accountability.

a. Directly supervise the Director of Education, Director of Museum Engagement, Manager of Volunteer Services, and Special Programs Manager; establish expectations, coach leaders, evaluate performance, and support succession and professional development.
b. Hold direct reports accountable for program delivery, staffing effectiveness, safe operations, financial results, and continuous improvement while delegating day-to-day execution to department leaders.
c. Foster productive collaboration across departments, resolve competing priorities, and ensure divisional work supports institutional goals, strategies, and measurable objectives.

VI. Travel and other duties.

a. Travel and driving are essential functions of this position to visit schools, district and state education leaders, higher education institutions, and strategic partners, and to participate in relevant meetings and events, including those held during evenings and weekends.
b. Perform other duties as assigned.

Minimum Qualifications

1. Bachelor's degree from an accredited college or university in education, science communication, museum studies, nonprofit management, or a related field.
2. Minimum of eight (8) years of progressively responsible professional experience in education, museum or informal learning, nonprofit organizations, or a related field, including at least three (3) years of management or leadership experience; four or more years of management experience preferred.
3. Demonstrated success supervising professional staff and managers, managing budgets, leading complex programs, and coordinating cross-functional initiatives.
4. Experience cultivating strategic relationships with school systems, educational organizations, public agencies, higher education, industry, or community partners.
5. Ability to interpret educational and financial performance data, establish measurable objectives, and communicate results and recommendations.
6. Understanding of STEM education, informal learning, program evaluation, and the relationship between early STEM experiences and future educational and career pathways.
7. Experience supporting earned-revenue programs and collaborating on grants, philanthropic partnerships, or other contributed-revenue initiatives.
8. Excellent written and verbal communication, public speaking, negotiation, judgment, and organizational skills.
9. Ability to work collaboratively across departments and represent McWane Science Center professionally to diverse constituents.
10. Ability to work on site and maintain a flexible schedule, including occasional evenings, weekends, and travel.
11. Must possess a valid driver's license, maintain an acceptable motor vehicle record under organizational policy, and provide evidence of legally required vehicle liability insurance when using a personal vehicle. Driving is an essential job function.

Minimum Physical Qualifications

1. Ability to perform computer-based work for extended periods.

2. Visual and hearing abilities sufficient to perform essential job duties, with or without reasonable accommodation.
3. Ability to move throughout the facility and visit offsite program locations.
4. Ability to lift and carry light educational or office materials as required.
5. Ability to operate a motor vehicle as an essential function of the position.

Benefits include health, dental, vision and life insurance; 403(b) retirement savings plan including company match; paid time off; free membership and IMAX Theater screenings; discounts in our gift shop, camp program, IMAX theater and food service; and on-site parking. McWane Science Center is closed on New Year's Day, Easter, Thanksgiving Day, Christmas Eve and Christmas Day.

We look forward to hearing from you! Please forward letter of interest, resume and rate of pay requirements to McWane Science Center Human Resources at **HR@mcwane.org**. EOE.