



**CHIEF EXECUTIVE OFFICER**  
**PRESERVATION VIRGINIA**  
**RICHMOND, VIRGINIA**



## Preservation Virginia

Aspen Leadership Group is proud to partner with Preservation Virginia in the search for a Chief Executive Officer.

The Chief Executive Officer will be responsible for the overall leadership of Preservation Virginia and ensuring that the organization fulfills its ambitious mission while bringing an inclusive, collaborative approach to its complex organizational structure and diverse base of stakeholders. The Chief Executive Officer will be tasked with the overall management of the three primary programs—Public Policy and Engagement; Historic Jamestowne; and Stewardship of Historic Properties. The Chief Executive Officer will be innovative, collaborative, and highly motivated to ensure that Virginia’s historic places are vibrant, relevant, and recognized for the value that they bring to communities. The Chief Executive Officer will inspire a collaborative approach internally and externally that shapes the next decade of this 135-year-old organization in the changing world of preservation.

Preservation Virginia, a privately funded, statewide historic preservation leader founded more than 100 years ago, works to ensure the relevancy of the Commonwealth’s historic places. The multifaceted and impactful nature of its advocacy programs, six historic sites, and partnerships with other organizations has allowed Preservation Virginia to create a holistic approach to saving the places that connects us to our diverse, complex history. The results can be seen in the rural towns that now have thriving Main Streets, the success stories of endangered historic places revitalized with Historic Rehabilitation Tax Credits, and studies that show the positive economic impact of historic preservation on Virginia’s economy.

Over the past century, Preservation Virginia has helped save more than 400 historic places across Virginia—by engaging communities and embracing the places of the past as vital to present and future generations. Through its ongoing partnerships, it extends its efforts to protect and preserve historic places and communities in all regions of Virginia. Its preservation initiatives include owning and maintaining [six properties](#), five of which are National Historic Landmark properties, all are listed on the National Register of Historic Places and open to the public: roughly 100 miles from Patrick Henry’s Scotchtown in Hanover County to Cape Henry Lighthouse in Virginia Beach including the John Marshall House, Historic Jamestowne, Smith’s Fort, and Bacon’s Castle. Groups and individuals across the state depend on Preservation Virginia as a resource for relevant and timely information and guidance. Through the generosity of its supporters, Preservation Virginia teaches, shares, and collaborates for the preservation and enhancement of Virginia’s communities through its various educational programs. Preserving history requires responsible solutions and an engaged public that recognizes the value of historic resources. As an advocate for Virginia’s historic resources and the public policy tools that aid in their preservation, Preservation Virginia works closely with decision makers to communicate the economic and cultural benefits of preservation. It also encourages the continuation, strengthening, and introduction of important preservation-related policies, funding, and programs.

Preservation Virginia believes that the resources of the past offer vital lessons about all facets of the complex and complicated history of Virginia and the nation. It values the strength that rises from the work to research, understand, and commemorate history. It recognizes that historic preservation and preservation policy play important roles in the equitable development of local economies, creating jobs, and preserving the unique character of communities. Preservation Virginia knows that out of collaborations with individuals, partners, and allies, a stronger movement, more effective in recognizing the vibrancy in diverse communities where lives are lived, and memories are made can be built. These places constantly teach new lessons, informing our lives today as well as future generations.

Preserving and adapting historic places contributes significantly to the health of Virginia's communities and economies. The oldest statewide preservation organization in the nation, Preservation Virginia has evolved to help tell the full story of history and recognize the contributions of all Americans while preserving the places that make us unique.

Over the last 25 years, its mission and programs have grown significantly, fully embracing the belief that by examining history from all perspectives, a more comprehensive understanding of the past and how the legacies of the past still affect us today can be developed. To achieve this mission, Preservation Virginia works with partners, allies, activists, and individuals to strengthen local efforts around historic places thereby achieving more than the organization could accomplish on its own. Innovative programs including *Voice Remembered* and its [African American Fellows Program](#) seek to increase representation in the field and grow a more diverse historic preservation movement.

Preservation Virginia is ensuring that its programs reflect the diversity of Virginia's history and its people. Preservation Virginia believes that the resources of the past offer vital lessons to present and future generations about all facets of a complex history. Such lessons may be sobering, inspiring, and troubling, and preservation efforts must strive to capture, and not gloss over, the complexities of this history. Through the interpretation of and programs at Preservation Virginia sites to the listings on its Virginia's Most Endangered Historic Places, Preservation Virginia strives to reflect this history from multiple perspectives and engage communities in telling their history in various ways.

### **JAMESTOWN REDISCOVERY FOUNDATION**

For over three decades, the Jamestown Rediscovery Project has brought to vivid life the stories of early encounters between Virginia's Indigenous People, European settlers, and Africans brought unwilling to these shores in the opening chapters of American democracy. As early as 1837, eyewitness accounts claimed that the fort built in 1607 by Captain John Smith and the first English settlers was submerged in the James River. But when Dr. William Kelso visited Jamestown in 1963 as a graduate student at the College of William & Mary in nearby Williamsburg, he was skeptical of that theory. He wondered if the standing 17<sup>th</sup> century brick church tower would have been constructed near the center of the original fort, where an earlier church once stood. Under his leadership, the Jamestown Rediscovery Project launched in 1994 and within three archaeological seasons had uncovered enough evidence to prove the remains of James Fort existed on dry land near the church tower. Initiating the project was strategic. With the approach of 2007, the Jamestown Rediscovery Project had a galvanizing impact and transformational effect for Preservation Virginia. Since then, Jamestown Rediscovery's mission has evolved into a more challenging undertaking. Today more than two dozen staff members excavate, interpret, preserve, conserve, and research the findings from the site.

Recognizing the opportunity to manage fundraising and operations onsite, Preservation Virginia created the Jamestown Rediscovery Foundation in 2015. As a subsidiary of Preservation Virginia, the Jamestown Rediscovery Foundation's Board is primarily responsible for raising the funds to support preservation, education, and the archaeological investigation of Historic Jamestowne, the original site of the first successful English settlement in America. Preservation Virginia acquired 22.5 acres of Jamestown Island in 1893 and has operated the site jointly with the National Park Service since 1940. Today the Jamestown Rediscovery Foundation in coordination with Preservation Virginia, jointly administers Historic Jamestowne through a public/private partnership with the Colonial National Historical Park. The implementation of a multi-year, comprehensive fundraising plan designed to secure significant levels of private philanthropy from individuals, corporate, and foundation sources is advancing the Jamestown Rediscovery Foundation's educational mission and strengthening its financial position.

### **REPORTING RELATIONSHIPS**

The Chief Executive Officer will report to the Board of Trustees, led by Chair Ronald L. Hurst. The Chief Executive Officer will oversee 23 staff and six direct reports, including the President, Jamestowne Rediscovery Foundation & Chief Operating Officer, Historic Jamestowne.

### **FROM THE CHAIR, BOARD OF TRUSTEES**

*Courage and commitment have characterized Preservation Virginia's leadership of this complex and multi-faceted organization. Many come to know us through our Most Endangered Awards and community engagement programs that heighten awareness of resolving threats to historic places. Others identify us with the internationally recognized archaeological and interpretive work at Historic Jamestowne and as stewards of significant historic properties and collections including John Marshall's home, Patrick Henry's Scotchtown, Cape Henry Lighthouse, Bacon's Castle, and Smith's Fort. And still others, look to us as a strong advocate for preservation related public policy on the state, federal, and local levels. Balancing these competing needs while growing our effectiveness as a statewide voice is a tremendous opportunity for the next Chief Executive Officer.*

*Preservation Virginia has embraced the belief that the resources of our past offer vital lessons about all facets of the complex and complicated history of Virginia and this nation. We have applied a rubric of forward thinking to call attention to critical threats to historic preservation while also highlighting and awarding exemplary preservation success stories. Supported by a strong network of partners, individuals, and allies, we collaborate with nonprofit leaders, organizations, and government officials to address both traditional and cutting-edge preservation issues impacting Virginia communities. As a result, Preservation Virginia's advocacy is elevating awareness of the impacts of sea level rise and climate change on historic sites, including its own site at Historic Jamestowne and offering strategies for livable and affordable communities. Our public policy efforts support funding to recognize, preserve, and protect sites of Indigenous and Black history and so much more.*

*With the approach of 2026 and America's 250<sup>th</sup> anniversary, I firmly believe that the next Chief Executive Officer will be able to build on the strong track record of the last two decades and elevate awareness of the organization's programs and projects. From the archaeological research at Historic Jamestowne to the anniversary of Patrick Henry's famous speech to our community engagement efforts with sites of African American and Indigenous history, Preservation Virginia is poised for its next decade of success. I invite you to join our extremely committed board and talented staff team to join us in writing this next chapter.*

—Ronald L. Hurst, Chair, Board of Trustees

## **PRIMARY RESPONSIBILITIES**

### **Organizational Leadership**

The Chief Executive Officer will

- promote an organizational culture that fosters collaboration, team building, open communication, and a common organizational vision for all aspects of Preservation Virginia programs including Public Policy and Engagement; Historic Jamestowne; and Stewardship of Historic Properties;
- build and nurture a strong relationship with the Board of Trustees to implement a strategic plan that emphasizes the development of creative business solutions focused on public engagement in saving and preserving Virginia's historic places;
- empower a diverse and talented team at multiple sites in collaborative approaches to achieve results that distinguish the organization as a leader in bringing solutions to 21<sup>st</sup> century preservation issues including recognizing complex and underrepresented history, impacts of recurrent flooding and sea level rise, affordable housing, and community needs.

### **Philanthropic Support and Community Awareness**

The Chief Executive Officer will

- maintain and expand philanthropic support from individuals, foundations, corporations, and public sources;
- pursue opportunities to build and maintain relationships with donors to ensure continued contributed support of programs, preservation efforts, and operations; and
- articulate Preservation Virginia's mission and impact effectively and comprehensively as the primary spokesperson for the organization.

### **Community Engagement and Advocacy**

The Chief Executive Officer will

- successfully cultivate and maintain relationships with external partners including local, state, and national organizations, elected officials, allies, and collaborators to support research, advocacy, and programs that preserve historic places;
- work with strategic partners including other nonprofit organizations, governmental entities, descendant groups, Tribal Nations, local community organizers, and others to increase awareness of Preservation Virginia's resources and how they can assist in preserving places and stories; and
- work with internal and external groups to determine trends and solutions that form effective approaches to public policy initiatives and programs.

### **Management and Operations**

The Chief Executive Officer will

- manage relationships between different aspects of the organizational structure including its subsidiary, Jamestown Rediscovery Foundation, team members at historic sites, consultants, contractors, and community partners;
- maintain accountability for the operational and fiscal integrity of the organization with policies set by the Board of Trustees, in partnership with the Chief Financial Officer and the President of the Jamestown Rediscovery Foundation; and
- guide and support the staff and Board of Trustees in establishing goals and developing policies, procedures, budgets, programs, and advocacy efforts that fulfill the mission and strategic vision of the organization.

## **BOARD OF TRUSTEES**

Preservation Virginia is governed by a committed and congenial seventeen-member Board of Trustees representing a cross section of Virginia’s diverse preservation constituencies. Led by Ronald L. Hurst, Chief Mission Officer and Vice President for Colonial Williamsburg Foundation, the Board is comprised of highly respected leaders who work in the fields of historic preservation, environmental protection, business, and the nonprofit sector—all with a passion in and belief that historic places contribute to the economic and cultural vibrancy of Virginia communities. The Board of Trustees created the subsidiary, the Jamestown Rediscovery Foundation to fund Preservation Virginia operations at Historic Jamestowne. In addition to the Chair, officers of Preservation Virginia include Vice Chairs Helen Reveley and Trip Pollard; Secretary Elizabeth S. Kostelny; and Treasurer Helen D. Dow.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Preservation Virginia seeks a Chief Executive Officer with

- a commitment to the mission of Preservation Virginia—to inspire and engage the public in fostering, supporting, and sustaining Virginia’s historic places through leadership in advocacy, education, revitalization, and stewardship;
- significant leadership and management experience in a multi-site program and partner environment including sustaining and growing relationships with local and statewide leaders, the philanthropic community, media, the community, and other stakeholders;
- an ability to foster collaboration, team building, open communication, and a common organizational vision across multiple sites, programs, and communities;
- experience working with boards and other stakeholders to develop, implement, and assess strategic plans that emphasize the development of creative business solutions;
- an ability to guide and support staff in the establishment of goals, policies, procedures, budgets, programs, and advocacy efforts that fulfill the mission and strategic vision of the organization;
- an ability to hire, lead, mentor, manage, and hold accountable talented teams across multiple sites and programs;
- fundraising and donor relations experience including experience maintaining and expanding philanthropic support from individuals, foundations, corporations, and public sources while building and maintaining productive, enduring relationships with donors;
- superior relationship management skills and an ability to cultivate and maintain relationships with external partners, working towards increased awareness and the furthering of organizational goals;
- experience overseeing and being held accountable for the operational and fiscal integrity of an organization with policies set by a board in partnership with organizational leadership;
- exceptional communications skills, written, oral, and presentation, across platforms and stakeholders;
- a deep understanding of historic preservation public policy; and
- a commitment to sharing the complex and multilayered history of Virginia and its people and events.

A bachelor’s degree or an equivalent combination of education and experience and at least 10 years of experience in historic preservation, public policy, and leadership roles is preferred for this position. Preservation Virginia will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the organization, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

### **SALARY AND BENEFITS**

The salary range for this position is \$215,000 to \$225,000 annually. Preservation Virginia offers a comprehensive package of employee benefits.

### **LOCATION**

This position is in Richmond, Virginia.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Preservation Virginia and the responsibilities and competencies presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit: [Chief Executive Officer, Preservation Virginia](#).

To nominate a candidate, please contact Clare McCully: [claremccully@aspingleadershipgroup.com](mailto:claremccully@aspingleadershipgroup.com).

*All inquiries will be held in confidence.*