



Hildene – The Lincoln Family Home
President

Manchester, Vermont





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About Hildene

Hildene, The Lincoln Family Home, is more than a historic property; it is an active farm, education space, wildlife sanctuary and venue for year-round programming and events. With a staff of 30 and a budget of \$3M, Hildene offers both a glimpse into the past and a vision for the future – centering environmental sustainability and the Lincoln legacy through its values of community, civility, integrity, and perseverance.

Perched on a hill overlooking the Taconic Mountains to the west, the Green Mountains to the east, and the Battenkill River flowing through the valley below, Hildene was brought to life by Robert Lincoln, the only child of Mary Todd Lincoln and Abraham Lincoln to survive to adulthood. He first visited Manchester as a young man in the summer of 1864, and forty years later returned to purchase 392 acres of rolling hills and farmland. At the time, Robert was president of the Pullman Company—the largest manufacturing corporation in the country.



Three generations later, Peggy Beckwith, Abraham Lincoln's great-granddaughter, was the last Lincoln descendant to live at Hildene. Following her death in 1975, the non-profit Friends of Hildene was formed to raise money to purchase and restore the property for public use.

The now 412-acre estate, with its Georgian revival mansion and 14 historic buildings, includes the home, formal garden and observatory; Welcome Center and The Museum Store in the historic carriage barn; 1903 Pullman car; and Hildene Farm; as well as the newly constructed [Lincoln Hall](#). The farm includes a solar-powered goat dairy and cheese-making facility, a teaching greenhouse, composting facility, animal barn, vegetable gardens, apple orchard, floating wetland boardwalk and an 1832 schoolhouse still used for education programs.



The rich tapestry of the Lincoln family legacy and the enduring greatness of Abraham Lincoln are woven into the fabric of contemporary life at Hildene, sparking curiosity, dialogue, and civic engagement. Through immersive experiences, innovative educational programs and dynamic exhibits, Hildene serves as a catalyst for lifelong learning and inspiration. You can learn more about Hildene at <https://hildene.org/>.



The Opportunity

Hildene seeks a dynamic, forward-thinking, and visionary President to lead the organization into a new era of growth and engagement. They will be charged with advancing Hildene's mission to *"live the Lincoln legacy"* and inspire new generations through innovative programming, community outreach, and sustainable practices. The next President will have the singular opportunity to partner with the Board of Trustees and lead our dedicated staff to refine and realize Hildene's future.



Following the 2024 opening of Lincoln Hall, the incoming President will unlock the full potential of this extraordinary venue, building on a foundation of education, events, and programming to create an institute for thought leadership and national partnerships that drive the future aspirations and impact of Hildene.

Reporting to the Board of Trustees, the President will provide vision and leadership for

Hildene in service of its mission, and will be responsible for the overall strategic, financial, and operational success of Hildene. The new President will be expected to inspire others and transform the various teams and departments by developing and articulating a cohesive vision and a clear plan to integrate the operations of the organization more fully, achieving programmatic excellence and financial sustainability.

The successful candidate is an energetic and inspiring leader who will oversee all aspects of Hildene's programs, operations, fundraising, finances, marketing, staff development, and board relations, raising the profile of the organization as a vibrant educational and cultural institution on a national scale.

Key Responsibilities of the President include:

- Provide leadership for all operational and administrative aspects of Hildene, including managing a team of 30 full and part-time staff and a \$3M budget.
- Ensure strategic focus for the organization, identifying and implementing initiatives that deliver against Hildene's goals and mission.
- Serve as the organization's chief fundraiser by cultivating and stewarding donors, attending fundraising functions, and soliciting major gifts for the organization's current and future needs.
- Instill a culture of hospitality, service, and excellence that provides an unparalleled guest experience and supports a growing membership.
- Develop and implement plans and budgets to achieve Hildene's revenue goals, including meeting annual financial targets, and ensuring long-term financial health.
- Foster broader Lincoln community collaborations and strategic partnerships that enhance Hildene's reach, revenue, capacity, and impact, serving as an effective ambassador and collaborator nationwide.

- Establish a shared culture across teams, ensuring all employees are collaborating with a unified sense of purpose and transparency.
- Recruit, develop and retain a highly talented and diverse team while being a driving force in fostering an equitable and inclusive workplace.
- Ensure that resources are ethically, efficiently, and responsibly deployed to serve Hildene's mission in the near and long term.

Candidate Profile

While no one candidate will have every experience outlined in the position description, strong candidates will display many of the following professional and personal qualities, skills, and characteristics:



A Proven Strategic & Innovative Leader

- An accomplished strategic thinker and innovator who can articulate a clear, compelling, and unifying vision for Hildene that educates and inspires staff, members, donors, partners, and the community.
- A growth-oriented leader who will proactively seek out opportunities to increase Hildene's impact and reputation locally, regionally, and nationally.
- A visionary who embraces the creative process and allows others to try new approaches while also establishing clear benchmarks for success and the ability to course correct as circumstances dictate.

A People Leader & Culture Builder

- Skilled in building and managing high-performing teams, optimizing staff and volunteer engagement, and fostering a culture of accountability, collaboration, and continuous improvement.
- A natural teambuilder and uniter, someone who is adept at building and strengthening relationships across a diverse array of teams and functional areas.
- A humble learner with strong self-awareness and emotional intelligence, and the confidence to trust in and delegate to staff.
- A leader who inspires the team to achieve excellence, celebrates accomplishments, and ensures an equitable and inclusive workplace for all.

An Effective Fundraiser

- Understanding of fundraising principles and strategy with experience building philanthropic relationships to achieve ambitious revenue goals. Ability to provide high-touch engagement with a range of constituents.
- Demonstrated success in planning, managing, and completing capital campaigns, engaging donors at all levels, and securing transformative gifts to sustain and grow institutional impact.



- Experience with earned income models, revenue generation, and other forms of non-philanthropic fundraising.

Operational Excellence & Business Acumen

- Proven ability to oversee annual and long-term budgeting, financial planning, and resource allocation to ensure that Hildene operates efficiently and maintains financial sustainability for years to come.
- Experience reviewing human resource policies, procedures, and best practices, including updating the employee handbook and benefits to ensure equitable staff experience.
- Ability to oversee marketing and communications functions, including familiarity with social media platforms and technology-enabled solutions to enhance Hildene's visibility, brand, guest experience, and operations.

Passion for the Mission

- A commitment to *"living the Lincoln legacy"* and all that it represents through demonstrated values of community, civility, integrity, and perseverance, and a passion for bringing those values to life through education, programming, and nonprofit leadership.
- A strong commitment to preserving and promoting Hildene's vision, with an understanding of the unique historical narratives that shape the property, surrounding community and region.
- A high level of energy and enthusiasm for cultural institutions and their role, purpose, and opportunities in today's world, and a desire to engage staff and community in its mission.

About Manchester, Vermont

Nestled in the southwest Green Mountains just three hours west of Boston and four hours from New York City & Montreal, [Manchester](#) is an idyllic town known for its cultural institutions, outstanding schools, and year-round recreation. Just 1.5 hours from the Albany, NY airport, Manchester is rural but not remote, and boasts an impressive array of restaurants, shopping, family-friendly activities, and a high quality of life.

Residents enjoy a robust selection of music, theater, and fine arts venues, along with ski and hiking options at Stratton & Bromley mountains. Renowned companies like Orvis and The Vermont Country Store have their headquarters in Manchester, and nearly 100 registered nonprofits in the town demonstrate the mission-driven and values-centered priorities in the region. [Burr & Burton Academy](#) is tuition-free for students in Manchester and surrounding areas and offers an extensive curriculum and specialized programs for grades 9-12. Access to nature is around every corner and urban amenities are widely available in town. Tourism propels much of the summer and winter economies, but year-round residents make Manchester feel like home to families of all ages.



Compensation & Benefits

The salary range for this position is \$150,000 to \$165,000.

Hildene benefits include paid time off and company holidays. Health insurance is currently not offered, but employees are eligible to select a plan from the VT Health Connect marketplace.



Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Ariella Pasackow and Cassie Scarano. Please submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

About DSG | Koya

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DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams. Learn more about DSG | Koya via the [firm's website](#).