

WING LUKE MUSEUM

Position Profile

Executive Director Wing Luke Museum

Seattle, WA

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About the Wing Luke Museum

The Wing Luke Museum is the premier pan-Asian Pacific American museum in the United States, dedicated to preserving and sharing the vibrant histories, cultures, and art of Asian Americans, Native Hawaiians, and Pacific Islanders (AANHPI). Through immersive storytelling, groundbreaking exhibitions, and community-driven programs, the Museum fosters cross-cultural understanding that advances racial and social equity.

As a cultural cornerstone in Seattle's Chinatown-International District (C-ID), the Museum plays a vital role in preserving community heritage, amplifying historically marginalized voices, serving as an economic anchor, and addressing pressing social justice issues. The Museum is a Smithsonian Affiliate, National Park Service Affiliated Area, Ford Foundation's America's Cultural Treasure, and an award-winning leader in community-based storytelling.

Learn more about
The Wing Luke Museum
at www.wingluke.org.



Wing Luke Museum: The Organization Today

The Wing Luke Museum stands at an inspiring turning point — a community-rooted institution with a proud legacy and a future full of possibility. For nearly 60 years, the Museum has uplifted the stories of Asian American, Native Hawaiian, and Pacific Islander communities through nationally recognized, community-driven exhibitions and programs. Starting from a small storefront with volunteer staff, to its current third home, the Museum owns its three-story, 60,000-square-foot historic building. The Museum strategically follows a campus approach by expanding to other nearby sites to ensure historic properties are preserved and continue to be community-owned. Staff lead well-regarded and well-attended neighborhood tours, organize outdoor festivals and other joyful community events, often working with children and youth. The Museum remains deeply grounded in Seattle's Chinatown-International District, where it serves as both a beloved neighborhood anchor and a cultural leader of national significance.

Following a period of significant growth, The Wing Luke Museum now operates with just over 50 staff and a diverse funding base spanning government, foundations, individuals, and corporations. The organization has financially healthy reserves — well-positioned for its next chapter. At the same time, it is navigating internal transitions, including staff capacity challenges and the need to rebuild trust after leadership turnover and moments of organizational strain. These experiences have sparked honest reflection and a renewed commitment to healing, transparency, and shared purpose.

The Museum's unique identity brings both opportunity and complexity. Stakeholders care deeply about staying rooted in the C-ID while growing national relevance; upholding social justice values while evolving organizationally; and honoring a rich past while responding to a changing community. This deep sense of ownership — from staff, Board, and community — is a powerful asset and one the next leader must align with a compelling vision and strategic plan.



The Leadership Opportunity

The next Executive Director of The Wing Luke Museum will step into a moment of extraordinary significance and opportunity. Reporting to the Co-Presidents and Board of Trustees, the Executive Director will serve as the Museum's chief executive—responsible for visionary leadership, financial stewardship, and operational excellence—ensuring The Wing Luke Museum remains a vibrant, mission-driven institution dedicated to uplifting the stories and experiences of AANHPI communities.

This is a powerful opportunity for a bold, values-driven leader who will champion cultural preservation, community voice and racial equity — guiding the Museum at the intersection of arts and culture, history, and social justice. The next ED will bring the ability to build authentic relationships with staff, Board, and across a wide range of community stakeholders, strengthen the Museum's local and national impact, and elevate its role as a leading voice in AANHPI representation and cultural equity.

As the Museum enters a period of healing and renewal, the ED will be instrumental in rebuilding internal trust, aligning staff and Board, and deepening community connections. Their leadership will be rooted in transparency, integrity, and collaboration—fostering a shared vision that unites and inspires.

With a resilient foundation, passionate community, and shared optimism for the future, this is a rare and meaningful opportunity to lead one of the nation's most respected cultural institutions into its next dynamic chapter.



Key Responsibilities

Strategic Leadership & Organizational Vision

- Develop and implement an inspired forward-thinking vision that elevates the Museum's mission and expands its impact as a community-based cultural institution.
- Guide and implement a Strategic Plan that establishes key policy direction for the Museum's vision, mission, and values, working closely with staff, Board, and community partners.
- Lead new program development while maintaining the excellence of existing exhibitions and initiatives that align with community needs.
- Ensure that racial equity and social justice remain central to the Museum's mission, storytelling, and operations.
- Continue to strengthen the Museum's position as a local and national leader in AANHPI arts, history, and community advocacy, while staying true to the Museum's nationally-recognized model for the Community Advisory Committee (CAC) process.

Organizational Culture & Engagement

- Foster an inclusive, transparent, and mission-driven workplace culture that values collaboration, equity, and professional growth.
- Establish a culture of recognition by implementing communication structures that actively celebrate staff achievements, promote engagement, and support conflict resolution.
- Implement effective communication strategies to ensure open dialogue, staff participation, and alignment with organizational values.



Financial Sustainability & Fundraising Leadership

- Ensure the long-term financial health of the Museum, overseeing a \$6 million annual operating budget and driving strategic financial planning.
- Lead major fundraising efforts, cultivating relationships with individual donors, corporate partners, foundations, and government agencies.
- Increase and diversify revenue streams through grants, memberships, and innovative programming and funding models including planned giving, endowments, and other strategies.
- Possess strong financial acumen, including the ability to analyze P&L statements and make data-driven financial decisions.

Community Engagement & Public Advocacy

- Serve as the primary ambassador of the Museum, building deep and authentic relationships with AANHPI communities, C-ID partners, civic leaders, and cultural institutions.
- Champion the Museum's role in advancing social justice, ensuring a clear and responsive stance on issues such as racial injustice, immigration policy, and civil rights.
- Collaborate with staff and Board, as well as community leaders and creative partners, to ensure inclusive representation and expand the Museum's reach through meaningful partnerships with a broad range of communities.
- Build strong relationships with policymakers, funders, and national institutions to elevate the Museum's impact.

Staff Leadership & Development

- Lead and support a senior leadership team and staff, ensuring alignment with Museum's strategic priorities.
- Provide guidance, mentorship, and professional development opportunities to foster a high-performing and engaged team at all levels.
- Champion ethical leadership and fair workplace policies, fostering an environment where all staff are respected, acknowledged, and valued for their contributions and perspectives.

Board Governance & Strategic Partnerships

- Partner with the Board of Trustees to develop and execute strategic goals, ensuring alignment among leadership, staff, and community partners.
- Engage board members as active fundraising partners, policy advisors, and organizational ambassadors.
- Build and maintain relationships with civic, business, and nonprofit leaders to strengthen the Museum's external partnerships.

Public Representation & Museum Advocacy

- Serve as the primary spokesperson for the Museum, representing the Museum in media, public forums, and national conferences.
- Articulate the Museum's vision and values in ways that inspire donors, partners, and the general public.
- Balance public visibility with strong internal leadership, ensuring that staff and board governance remain a top priority.

Candidate Profile

The next Executive Director of The Wing Luke Museum will embody the leadership competencies, qualifications, and personal attributes needed to guide this beloved, community- and nationally-recognized institution through a pivotal period of renewal, growth, and impact. This leader will bring strong leadership proficiencies, courage, humility, and the skills to help the Museum thrive at the intersection of arts, culture, history, and social justice.

While it is understood that no one candidate will bring every desired skill, characteristic, and experience, the following offers a reflection of the ideal candidate profile.

Community-Centered Leadership

The Executive Director will be a visionary, equity-driven leader grounded in a deep understanding of AANHPI history, cultural preservation, and the lived experiences of communities impacted by systemic injustice. They will honor the legacy of Seattle's Chinatown-International District (C-ID)—including its resilience in the face of redlining and displacement—while serving as a fierce advocate for the broader AANHPI communities the Museum represents. Through humility, cultural fluency, and sustained engagement, they will cultivate authentic, trust-based relationships with local residents, grassroots leaders, and partner organizations. The Executive Director will champion community priorities, skillfully navigate civic and political dynamics, and ensure the Museum remains a powerful platform for community voices and advocacy, cultural empowerment, and social change.

Strategic Visioning and Change Management

The Executive Director will be a strategic and forward-thinking leader with demonstrated experience in nonprofit management, program innovation, and long-term financial sustainability. They will articulate and advance a clear, unifying vision that honors The Wing Luke Museum's deeply-rooted community mission while expanding its national impact and relevance. A thoughtful change agent, the Executive Director will skillfully align internal and external stakeholders, make principled, values-driven decisions, and lead with clarity and conviction. They will recognize and build upon the strengths of current staff to support the Museum's continued growth. They will navigate complexity with purpose, guiding the Museum through ongoing evolution while remaining firmly anchored in its cultural and community-centered foundations.



Inclusive Management and Capacity Building

The Executive Director will be an inclusive, ethical, and emotionally intelligent leader who prioritizes staff development, organizational equity, and operational effectiveness. They will cultivate a culture of trust and shared leadership—intentionally reducing hierarchy, fostering cross-functional collaboration, and empowering staff at all levels to lead from where they are. With a coaching mindset and deep commitment to team well-being, they will nurture high-performing, mission-aligned teams; strengthen internal capacity; and invest in the growth of emerging leaders. At the same time, they will focus on building and refining the foundational systems, and organizational infrastructures needed to support a thriving organization—promoting clarity, consistency, and long-term sustainability. Their leadership will center accountability, transparency, and a workplace culture where people feel respected, supported, and inspired to do their best work.

Trust-Building and Relational Competence

Given the Museum's recent history and the deep sense of ownership shared by staff, community, and board members, the Executive Director will be a unifying presence—rebuilding and sustaining trust through humility, transparency, active listening, and consistent follow-through. A skilled and empathetic relationship-builder, they will foster an inclusive culture where all voices are heard, respected, and valued. They will cultivate meaningful partnerships with funders, policymakers, civic and community leaders, and national institutions, ensuring the Museum remains actively connected to its community while expanding its influence and impact.

Fundraising and Financial Acumen

The next Executive Director will be a strategic and creative fundraiser with a strong track record of securing major gifts, corporate sponsorships, government grants, and planned gifts. They will bring expertise in building diversified and mission-aligned revenue streams—reducing reliance on government and foundation funding while honoring the Museum's community-centered values. With sharp financial acumen, they will oversee complex budgets and navigate nonprofit funding structures with transparency and foresight. Their leadership will ensure the Museum's long-term financial sustainability and its continued ability to serve, reflect, and uplift AANHPI communities for generations to come.

Board Governance and External Representation

The Executive Director will be a trusted partner to the Board of Trustees, fostering a collaborative and generative relationship that strengthens strategic direction, governance, and organizational oversight. They will build alignment and transparency between Board and staff members, bridging perspectives to promote cohesive, values-driven leadership. A compelling and authentic communicator, the Executive Director will serve as a powerful ambassador for The Wing Luke Museum—articulating its mission with clarity and passion across public speaking engagements, media platforms, and local, national, and international forums.

Skilled Communicator, Grounded in Authenticity, Humility, and Integrity

The next Executive Director will be a highly skilled communicator with the emotional intelligence to lead with empathy, listen deeply, and foster trust across staff, Board, and diverse communities and other constituents. They will embody authenticity, humility, and integrity—courageous in making difficult decisions, reflective about their own growth areas, and open to learning from others. Comfortable acknowledging mistakes and seeking input from the team, this leader will model transparency and respect. Above all, they will remain grounded in The Wing Luke Museum's mission of cultural preservation, community service, and social justice.

Compensation and Benefits

The target salary range for this role is \$180,000 to \$230,000, competitive and commensurate with experience. The Museum offers a comprehensive benefits package including healthcare, retirement, 401(k), and professional development opportunities.

Contact

DSG | Koya has been exclusively retained for this engagement. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at WingLuke_ED@koyapartners.com. All inquiries and discussions 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.

The Wing Luke Museum is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

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.

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