



POSITION GUIDE

Vice President of People & Culture

ABOUT PACIFIC SCIENCE CENTER

Pacific Science Center, an independent, nonprofit institution, occupies an unrivaled position in the scientific, technological, and cultural landscape of Seattle and the greater Pacific Northwest, serving more than 500,000 people each year. As the nation's first science and technology center, PacSci has been a gateway to access science education and innovation since it was founded at the culmination of the 1962 World's Fair in Seattle.

PacSci's mission is to ignite curiosity in every child and fuel a passion for discovery, experimentation, and critical thinking in all of us. Located at the foot of the iconic Space Needle in downtown Seattle, PacSci provides a range of innovative exhibits and immersive experiences at its seven-acre campus adjacent to Seattle Center and in communities and classrooms across the state of Washington. Designed by Seattle-born architect Minoru Yamasaki, PacSci's buildings and vaulting "space gothic" white arches are considered to be among Seattle's most beautifully designed, and the campus is designated as a historic landmark by the City of Seattle. Each day, PacSci works to expand equity and access to science, serve as a vital resource for educators statewide, and fuel discovery and experimentation as a vibrant community laboratory. PacSci imagines a future in which it serves all grades in preK-8 low-income schools in the state with on-site



CONNECT



[pacificsciencecenter.org](https://www.pacificsciencecenter.org)

MISSION

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programming in schools, digital and virtual programming, and in-person field trips – all at no cost to schools, educators, or families.

Pacific Science Center serves diverse audiences that include people of all ages and ethnicities, as well as families with children, schoolchildren with teachers, young adults, seniors, and visitors from all over the world. PacSci provides exciting and attractive exhibits and immersive STEM experiences, including the [Tropical Butterfly House](#), which houses hundreds of breathtaking butterflies in a tropical habitat; the [Willard Smith Planetarium](#), where guests can explore the universe through live, immersive presentations; the hands-on [Tinker Tank Makerspace](#), where guests can experiment, innovate, design, and build; and the [Salt Water Tide Pool](#), where guests can get a closer look at local marine life from the Puget Sound. PacSci is also home to the region's largest [IMAX® theaters](#) and largest screen in the state of Washington. Within two ultimate IMAX® experience theaters, audiences can enjoy first-run feature movies and documentaries such as *Barbie*, *Oppenheimer*, *Taylor Swift: The Eras Tour*, *Hubble 2D*, and *Deep Sky*. PacSci's [Laser Dome](#), one of the largest in the world, packs 10,000 watts of concert sound and dazzling imagery into a one-of-a-kind experience with a packed catalog of shows from Pink Floyd to Doja Cat to Taylor Swift. [Adventures in Sound](#), an interactive exhibit that explores how sound can be seen, felt, and heard, and is fully accessible for neurodivergent guests by using innovative acoustical mitigation tactics.

PacSci also works inclusively and equitably to engage communities, educators, families, kids, and individuals throughout Washington and beyond. PacSci believes science is for everyone. PacSci prioritizes and embeds [inclusion, diversity, equity, and access](#) in all of its work. PacSci serves as a vital resource for educators and lifelong learners, with enriching hands-on experiences and a growing library of digital resources to ignite curiosity. Innovative educational programs include [Science on Wheels](#), [Field Trips](#), [Camps for Curious Minds](#), [Digital Discovery Workshops](#), [Discovery Corps](#), [Curiosity at Home](#), [Career Corners](#), and [I-LABS](#), a cognitive science research partnership with the University of Washington. PacSci also provides innovative programming and digital resources at schools, libraries, and community centers. During the pandemic, PacSci innovated to expand its digital and virtual programming and increase its reach across Washington, employing technology to bring experiential STEM education directly to homes

GUIDING PRINCIPLES

- Delight our guests.
- Model science as a process.
- Embrace experimentation and innovation.
- Enable access for all.
- Support educators and education.
- Serve as a community laboratory and living room.
- Run a smart and responsible business.
- Expect and nurture excellence in our people.

KEY FACTS

- 170 permanent staff; 150 seasonal staff for summer camps
- \$22 million budget (FY25)
- 6 people and culture staff
- 460,000 visitors (FY24)
- 113,000 students served in communities across Washington state (FY24)
- 12,062 active member households (FY24)
- 19-member Board of Directors; 20-member Associate Board; 6 Emeritus members

and classrooms. In 2021–2022, its interactive online programs reached nearly half a million people and its Virtual Field Trips reached more than 28,000 students statewide. PacSci also offers deeply discounted membership programs for low-income families, foster youth, and homeless youth.

Despite the pandemic, PacSci continues to remain in a strong financial position due in great part to the leadership of PacSci's President and CEO, Will Daugherty. Prior to his joining, PacSci was faced with \$10 million in debt including \$2.3 million borrowed from the endowment that resulted from a decade of financial hardship. Daugherty developed an exciting new mission and guiding principles for PacSci focusing on financial sustainability, operational excellence, and attractive guest experiences and ultimately reversed the entire debt into a



positive standing. After seven years of capable leadership, the organization is now debt free with \$7.6 million in unrestricted cash and \$2.4 million in the endowment as of June 30, 2024. PacSci is excited about recent leadership developments that are further fueling growth and innovation. This year, PacSci hired a new Chief Advancement Officer to integrate marketing and development, which will elevate the way they raise funds. Similarly, the new Vice President of People and Culture will champion the growth and innovation of their people operations internally, creating a more sophisticated ecosystem of human resources, talent, and culture.

We invite you to learn more at pacificsciencecenter.org.

THE POSITION

The Vice President of People and Culture will be a collaborative, passionate, and empathetic leader who leads and effortlessly embodies the mission and guiding principles of the Pacific Science Center. The Vice President of People and Culture, an equity-focused and innovative strategist, is responsible for promoting a forward thinking, well respected, and effective people and culture function for one of the nation's first and premier science centers. The Vice President of People and Culture is responsible for strategy, planning, and leading strong internal processes that will support a mission-driven organization during an important time of growth and expansion. The Vice President of People and Culture reports to

MAJOR OBJECTIVES

Within the first 12 to 18 months, the VP of People & Culture will achieve the following major objectives:

- Serve as a trusted advisor to PacSci's President and CEO on all matters related to people, culture, and the ongoing development of highly functional teams.
- Assess the strengths and needs of PacSci's people and culture division, enhance policies and procedures, and provide guidance to the President and CEO and executive leadership team to champion a high-performance workplace culture aligned with being one of the best places to work in Seattle.
- Develop and implement a strategic human resource plan that ensures the growth and efficiency of PacSci's full-time staff and supports the hiring, onboarding, training, and offboarding of seasonal staff.
- Assess and identify gaps system-wide and present solutions in order to build an efficient human resource operation based on clear metrics and best practices.
- Develop positive, meaningful relationships and trust with Pacific Science Center's President and CEO, Executive Leadership Team, managers, staff, and other key internal stakeholders.





the President and CEO, and serves as a trusted partner, counsel, and expert on all things related to people and culture to the executive leadership team. Peers on the executive leadership team include the Chief Advancement Officer, General Counsel, Vice President of Exhibits, Vice President of Finance and Operations, Vice President of Guest Services, Director of Education, and Director of Theaters. The Vice President of People and Culture engages with a solutions-oriented mindset to bring new ideas to the executive leadership team while possessing the organizational and problem-solving skills needed to efficiently carry out daily operations while ensuring a culture of continuous growth and improvement.

The Vice President of People and Culture leads a talented staff of six human resource professionals: Human Resources Coordinator, Senior Human Resources Business Partner, two Human Resources Business Partners, Payroll Administrator, and Human Resources Generalist. The Vice President of People and Culture brings a passion for people with deep expertise in anticipating future trends, scenarios, and consequences and creating strategies and plans accordingly. The Vice President of People and Culture manages and resolves complex employee relation issues by conducting effective, thorough, and objective investigations, documenting investigations, and analyzing and writing comprehensive fact-finding reports on employee relations issues. To be successful, this new leader must have an open, creative, and flexible mindset, that brings a progressive way of thinking around new ways to develop compelling and effective talent development and management practices. In addition, the Vice President of People and Culture must be an exceptional listener with high emotional intelligence and superior communications skills who is deeply passionate about encouraging the best efforts of each employee and serving as an inspirational model of people-focused, collaborative leadership.

RESPONSIBILITIES

The Vice President of People and Culture will have the following primary responsibilities:

- Hire, lead, manage, inspire, and continue developing PacSci's team of talented human resource professionals.
- Develop and lead an integrated and targeted human resource plan and strategies to support the achievement of the overall organization-wide priorities and objectives.
- Develop and lead initiatives to promote inclusion, diversity, equity, and access across Pacific Science Center including playing an active role in implementing PacSci's future equity initiatives.
- Develop and lead initiatives that help improve the overall employee experience, increase workplace job satisfaction, and increase retention of high-performing and high-potential people, including, but not limited to, workplace equity, flexible work arrangements, and workplace training, support, and safety.
- Promote staff development, employee benefits, and staff recognition and retention strategies as a means of attracting exceptional leadership and staff.
- Leverage the strengths of the people and culture team while providing strategic direction and leadership to HR management and operations.
- Develop and strengthen PacSci's talent acquisition process, guiding hiring leaders in their search for strong talent, building a strong internal brand, and developing an efficient talent funnel that ultimately compensates, retains, and rewards success.
- Lead PacSci's employee benefits administration to ensure attractive benefits packages that are market-aligned and develop employee services that accord with current government policies, procedures, and regulations.
- Research and analyze industry trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law to communicate and apply any necessary changes to existing policies and practices.



- Be recognized as a committed, valued, and collegial people and culture leader by PacSci's executive leadership team and staff.

QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- A deep, enthusiastic commitment to the mission and guiding principles of the Pacific Science Center, including a personal interest in science, discovery, and education and a passion for advancing inclusion, diversity, equity, and access.
- A minimum of seven years of senior-level experience in human resources management as a generalist, with a track record of successful experience in the areas of employee relations, organizational effectiveness, change management, inclusion and equity implementation, and learning and development initiatives. Experience in working with museums, arts, culture, or nonprofit sector combined with private sector experience would be an advantage.
- Demonstrated ability to bring high intellect, strategic thinking, strong emotional intelligence, and systems-driven leadership to set, meet, and exceed all organizational goals.
- Demonstrated success in developing appropriate metrics across different functional teams to make data-driven decisions.
- A record of attracting, mentoring and retaining high-quality talent and helping to build vibrant, empowered teams from passionate, aspiring individual contributors.
- A high level of comfort in reviewing and analyzing technical procedures, state and federal regulations, mixed with a personal drive to keep up on evolving trends in human resources.
- A confident, proactive, goal-oriented team building approach with proven success in building productive, long-term relationships with chief executives, staff, and boards, providing them with high-level reports, trends and forecasting, and analyses.
- A refined ability to listen and respond effectively to a diverse group of people, cultures, and audiences.
- Strong executive presence with exceptional listening, interpersonal, motivational skills and problem-solving abilities, particularly in situations with a high level of ambiguity.
- Working knowledge of Ceridian (Dayforce), Microsoft 365, SharePoint, PayScale, and other software to support an effective HR function.
- Excellent communication skills including the ability to write reports, business correspondence, and procedure manuals, and effectively present information and respond appropriately to questions orally and in writing.





COMPENSATION AND BENEFITS

The salary range for this position is \$160,000 to \$210,000. Benefits include 100% employer-paid medical, dental, and vision benefit options; basic life and AD&D benefits, short-term and long-term disability insurance; flexible spending account; four weeks of paid vacation, 12 floating holidays, and sick pay annually; 403(b) retirement savings plan; commuter benefits; employee assistance program; annual membership including unlimited admission and other benefits; and a collaborative, creative, and joyful work culture. Relocation assistance will be provided for the successful candidate.

APPLICATION

Pacific Science Center has retained Campbell & Company to conduct this search. The team for this project includes Sarah Beraki, Vice President, Angèle Bubna, Consultant, and Dan Nevez, Vice President.



SARAH BERAKI
Vice President



ANGÈLE BUBNA
Consultant



DAN NEVEZ
Vice President

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Pacific Science Center stands with those who are courageously fighting against hate, racism, and injustice. We recognize that not being racist is not sufficient. We must be actively anti-racist, and we commit to doing so. We prioritize inclusion, diversity, equity, and access in everything we do. Curiosity and critical thinking are essential to the dialogue and changes that need to happen.



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes* Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for three consecutive years. *Crain's* Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business* Magazine also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **belonging, collaboration, curiosity, and rigor**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

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