



Success Profile

Aga Khan Museum
Director & Chief Executive Officer



AGA KHAN MUSEUM

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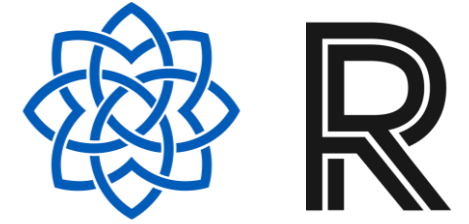
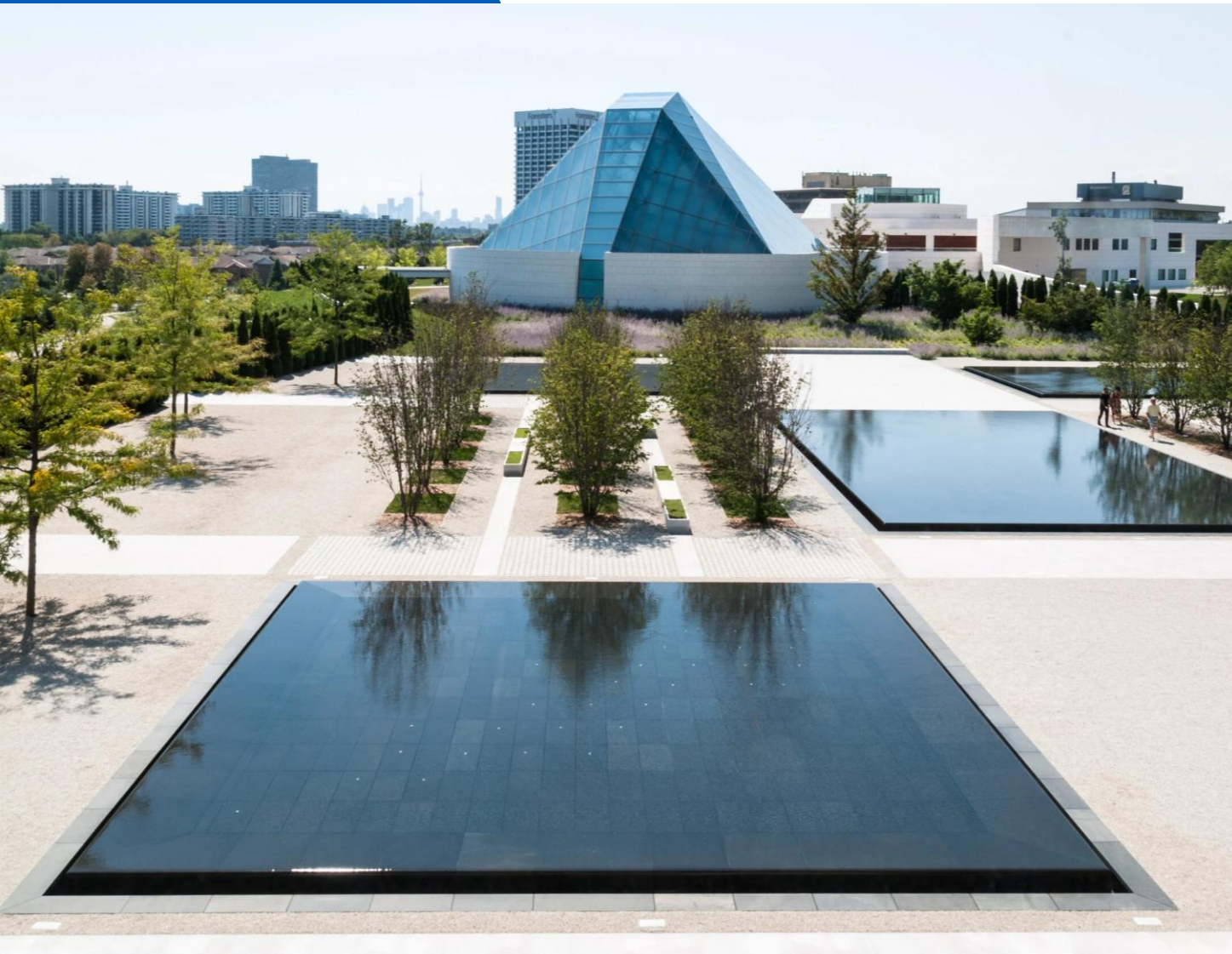
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01. Our Client

About the Aga Khan Museum



Founded in 2014 in Toronto, the Aga Khan Museum is a secular art museum dedicated to fostering a greater appreciation of the arts of Muslim civilization, as well as an understanding of both their part in our common world heritage and the diversity and pluralism of the Muslim world itself. At the heart of the Museum's mission and vision lies the belief in the transformative power of the arts to spark intercultural wonder, curiosity, and understanding beyond differences.

Through its permanent collection, exhibitions, and innovative online and in-person programs, the Museum reaches millions of people worldwide, fostering intercultural dialogue and understanding through the arts. Since its inception, the Museum has hosted numerous exhibitions, educational programs, and performing arts events, growing as a cornerstone for intercultural connection in Toronto. The Museum builds connections between people, communities and cultures locally, nationally, and internationally, contributing to more pluralistic, inclusive and peaceful societies. As an important cultural establishment in Toronto, the Museum plays an active part in the City's calendar of events and festivals.

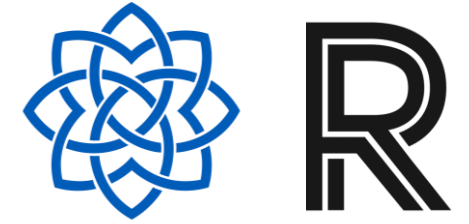
The Museum is an integral part of The Aga Khan Development Network (AKDN), a private, non-denominational development organization, and its cultural arm, The Aga Khan Trust for Culture (AKTC), which focuses on the physical, social, cultural, and economic revitalization of communities in which it operates. These affiliations connect the Museum to a broader international commitment to cultural preservation, community revitalization, and improved quality of life.

The Aga Khan Museum was established through the vision of His Late Highness Prince Karim Aga Khan IV, who saw the arts as a means of building understanding and respect across cultures. As a community where pluralism and diversity have flourished, Toronto was selected to reflect the Museum's mandate. Since opening in 2014, the Museum has become a distinctive cultural destination and a platform for artistic exchange.

As a public-facing cultural institution with both local roots and global relationships, the Museum connects artists, scholars, educators, donors, and audiences.

01. Our Client

About Aga Khan Museum (continued)



Permanent Collection

The Aga Khan Museum is home to an exceptional and growing permanent collection of more than 1,200 works spanning over 1,000 years, from the 9th through the 21st centuries. Representing artistic traditions across the Muslim world, the collection encompasses a vast geographic region extending from the Iberian Peninsula and North Africa through the Middle East, Central Asia, South Asia, and China.

The collection includes illustrated manuscripts, paintings, calligraphy, ceramics, textiles, glasswork, metalwork, and decorative arts, highlighting the artistic, intellectual, and scientific contributions of Muslim civilizations to world heritage. Approximately 250 objects are displayed at any given time in the Museum Collections Gallery.

The foundation of the collection was assembled beginning in the 1950s by Prince Sadruddin Aga Khan and Princess Catherine Aga Khan. Among its notable holdings are Persian and Mughal illustrated manuscripts featuring works by many of the most important artists in the history of Muslim lands. The Museum continues to expand its holdings through acquisitions, donations, and long-term loans, including contemporary works.

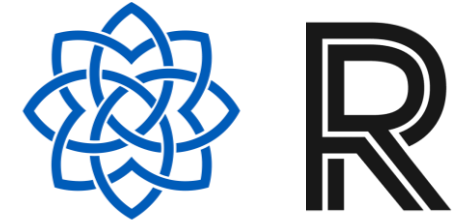
Aga Khan Park

Surrounding the Museum is the 17-acre Aga Khan Park, designed by internationally recognized landscape architect Vladimir Djurovic. Opened in 2015, the Park draws inspiration from traditional Persian and Mughal gardens, incorporating the *chahar bagh*, or four-part garden, design.

The landscaped grounds feature five reflecting pools, formal gardens, tree-lined pathways, manicured lawns, and open green spaces. Designed as a place for reflection, recreation, and community engagement, the Park provides a tranquil setting within Toronto's urban landscape while serving as a venue for outdoor cultural programming, performances, and community celebrations.

01. Our Client

About Aga Khan Museum (continued)



Education and Public Programs

Educational offerings include on-site and virtual field trips for students, professional development and curriculum resources for educators, customized post-secondary programs, and courses and workshops for adult learners. Through partnerships with educational institutions and community organizations, the Museum promotes lifelong learning, cultural understanding, and critical engagement with art and history.

Performing Arts and Cultural Programming

The Museum complements its visual arts exhibitions with a multidisciplinary performing arts program featuring music, dance, theatre, film, poetry, and storytelling. Performances celebrate both traditional and contemporary artistic expressions, bringing together artists and audiences from diverse cultural backgrounds. Through concerts, film screenings, artist conversations, lectures, and collaborative cultural events, the Museum provides a platform for artistic exchange and cross-cultural dialogue. Its programming connects historical traditions with contemporary perspectives, reinforcing the Museum's role as a vibrant cultural destination within Toronto and internationally.

Digital Engagement

The Museum extends its reach beyond its physical campus through digital exhibitions, virtual gallery tours, online educational resources, and multimedia programming. Visitors can explore the permanent collection and past exhibitions through interactive 3D tours, curator-led videos, digital learning experiences, and online discussions.

Museum Architecture

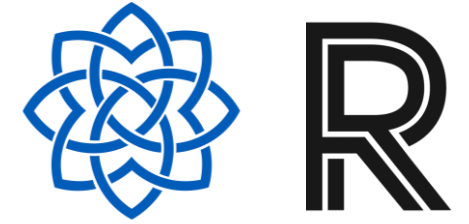
The Aga Khan Museum was designed by internationally acclaimed Japanese architect and Pritzker Prize laureate Fumihiko Maki. Inspired by the interplay of light and Islamic architectural traditions, the contemporary building features Brazilian granite, geometric forms, and an open-roofed central courtyard that allows natural light to transform its interior and exterior spaces throughout the day.

The Museum houses two exhibition galleries, a 350-seat auditorium, educational classrooms, conservation and collection storage facilities, and public gathering spaces. The building's design reflects the Museum's commitment to connecting cultures and civilizations through art and architecture.

Financials, Staff, and Governance

The Aga Khan Museum is governed by its Board of Directors, chaired by Prince Ayn Aga Khan. As part of the Aga Khan Development Network, the Museum maintains a close working relationship with the Aga Khan Trust for Culture. The Museum supports its mission through philanthropy, partnerships, and commercial activities, including retail, food and beverage, events, and venue hire. The Museum has an annual operating budget of approximately \$21M CAD and employs 68 full-time staff.

02. The Role



Director & CEO Aga Khan Museum

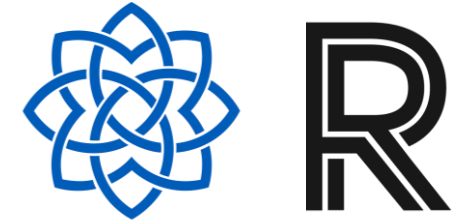
The Director & Chief Executive Officer of the Aga Khan Museum (AKM) reports to the Board of Directors and, in robust collaboration with the Board and team, will be responsible for setting and articulating a compelling vision that advances the Museum and its collection and galvanizes its stakeholders. AKM seeks a leader who will set a clear strategy and boldly guide the Museum forward, pursuing excellence and ensuring a clear path to an even more vibrant and impactful future.

The Director & CEO is charged with overall internal leadership of the Museum, including strategic direction, operational strength, and long-term sustainability. They also play the primary role in representing the Museum externally to a wide variety of constituents and serve as the public face and spokesperson of the Museum. The Director & CEO serves as AKM's principal fundraiser and forges strong external partnerships and collaborations across Toronto, Canada, and around the world.

Key responsibilities

- Serves as the driver of the Aga Khan Museum's vision and strategic direction as well as its long-term planning, goal setting, and all operations.
- Leads strategic decision-making, executing priorities and goals that amplify the Museum's mission, ensuring the organization's dynamism and uncovering opportunities for further excellence and impact; ensures financial discipline; reaches out to broad communities; grows and diversifies audiences; and oversees the deployment of key assets, among other opportunities.
- Advances the reputation of the Museum and serves as its principal spokesperson and external leader; engaging actively with leaders throughout the Toronto community, as well as on a national and global basis.
- Stewards and expands the Museum's permanent collection.
- Leads extensive fundraising activity in partnership with senior management in development and with the Board, as well as collaborations and partnerships with other institutions internationally.
- Provides clear leadership for the staff and fosters an equitable and thriving organization with people at the center; nurtures a high-performing, positive culture and recruits, develops, and retains strong talent, while ensuring that organizational objectives and defined goals are accomplished and celebrated; lives with and models the values of humility, integrity, and authenticity as a leader.
- Ensures that there is a close working relationship and broad-based collaboration between the Museum and AKTC.
- Ensures that there are appropriate policies, organizational structures, and partnerships - local, national and international - in place to guide the development and delivery of the Museum's exhibitions, collections, education, programming, research and physical as well as digital content development, marketing events, and audience management strategies.
- Leverages the skillsets and perspectives of the Board of Directors, working collaboratively to ensure sound governance, cultivating a clear and effective partnership between governance and management, and meeting individually with Board members as appropriate.
- Develops and furthers partnerships with peers and other appropriate museums, educational and academic institutions and forges new strategic links to reach audiences.
- Assures the sustainability of the Museum, including strong operational systems and budgetary processes; makes decisions both collaboratively and efficiently, and communicates them with transparency.

03. Candidate Profile



Leadership Competencies & Personal Attributes

The next Director & CEO of the Aga Khan Museum will be an inspiring, strategic, and collaborative leader with the stature and credibility to lead this unique institution. This role requires an individual with a track record of successfully leading sustainable impact as well as a demonstrated passion for the Aga Khan Museum's vision of impacting lives and contributing to more inclusive and peaceful societies.

The candidate will bring a track record of success in fundraising and revenue generation, as well as demonstrated experience managing teams and budgets of significant scale and complexity. They will have a deep appreciation for the unique mission of the Aga Khan Museum, as well as the desire and ability to advance – and execute on – a vision for the years ahead.

The successful candidate will be highly skilled in collaborating with the Board and inspiring the team to push the boundaries of what the Aga Khan Museum can accomplish. This inspiring and collaborative leader can convey a vision of impact for the future, create a clear strategy for the path ahead, and build and lead an outstanding team to excellence across the organization.

Setting Vision & Strategy

Able to articulate and advance a distinctive and compelling future vision for the Aga Khan Museum, positioning the Museum for sustained growth, connectivity, and impact. Translates strategic ideas into clear institutional priorities, measurable goals, and disciplined execution. Brings the capacity to lead organizations through complexity and evolution while fostering a strong sense of shared purpose and engagement across staff, Board members, and stakeholders.

Delivering Results & Pursuing Excellence

Sets high expectations and drives accountability for performance. Makes confident, timely decisions in complex environments, balancing risk, opportunity, and fiscal responsibility. Brings strong business acumen, including oversight of earned and contributed revenue. Partners effectively with the Board of Directors to support sound governance and institutional discipline. Leverages relevant external partners and the AKDN network to the maximum extent reasonable to further the Museum's plans.

Building Relationships & Diplomacy

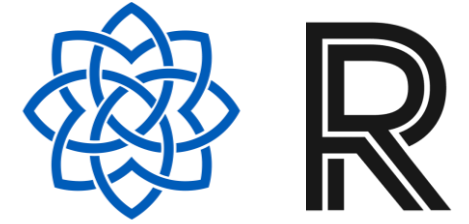
A credible and confident ambassador who represents the Aga Khan Museum with distinction to external audiences. Navigates complex stakeholder environments and governance dynamics with clarity, cultural sophistication, and steadiness. Demonstrates strong emotional intelligence, sound judgment, and political acumen. A strong understanding - or demonstrated ability to develop such an understanding - of the Canadian cultural milieu, political dynamics, diplomatic relationships, and governing priorities, systems, and departments.

Fundraising & Resource Development

Is enthusiastic about fundraising as a critical element of continued growth. Proactively builds philanthropic and civic relationships and enjoys making the case for support. Has a track record of expanding their organization's fundraising base and collaborating with others to raise significant funds. Has proven success forging and maintaining mutually productive relationships with peer institutions and partners to further their organization's impact.

03. Candidate Profile

Leadership Competencies & Personal Attributes (continued)



Management of Teams & Resources

Experienced leader of complex cultural organizations, with demonstrated success building and leading high-performing senior teams. Clarifies decision rights, aligns talent to strategy, empowers experts, and ensures accountability for results. Creates a cohesive culture of trust and shared purpose. Makes thoughtful and, when necessary, difficult decisions in service of institutional performance and long-term sustainability, balancing empowerment with clear expectations and rigorous accountability.

Passion for the Aga Khan Museum's Mission

Demonstrates deep and authentic passion for the Museum's mission and a belief in the power of art and culture to advance pluralism, intercultural understanding, and connection. Possesses an affinity with the goals and philosophy of the AKDN/AKTC and an expressed interest in the mandate of the Museum. Bridges disciplines and perspectives across art forms, connecting visual art, performing arts, media, history, and more into a cohesive institutional vision. Brings genuine curiosity about Muslim cultures and civilizations and an appreciation for the Museum's distinctive collection, while embracing its relevance to audiences well beyond any single community. Articulates with conviction why the Aga Khan Museum matters - to Toronto, Canada, and the world - and inspires others to engage with and support its mission.



04. Contact

Russell Reynolds Associates has been exclusively engaged to lead this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to our search consultants at AgaKhanMuseum@russellreynolds.com with a resume and brief explanation of interest. We welcome nominations and expressions of interest to the Russell Reynolds team. All inquiries and discussions will be considered strictly confidential.

Katherine Armstrong

Arts & Culture Practice Co-Lead
Russell Reynolds Associates
One Post Office Square, Suite 4000
Boston, MA 02109

Michael Singleton

Arts & Culture Practice Co-Lead
Russell Reynolds Associates
277 Park Avenue, Suite 3800
New York, NY 10172

