On October 1, 2020, the Botanical Research Institute of Texas (BRIT®) assumed management of the Fort Worth Botanic Garden ushering in a new era for the 86-year old community favorite on its way toward becoming a world-class botanical center. The Fort Worth City Council approved the 20-year management agreement with BRIT on May 19, 2020, after extensive review, assessment and public involvement, including a community task force that determined transformational change was needed for the Garden’s long-term sustainability. The newly combined resources of botanical research, education and fundraising expertise with historically significant grounds and horticultural expertise has laid the groundwork for Fort Worth to become host to one of the leading centers for botanical exhibition, education and research in the United States.

**MISSIONS**

The Botanical Research Institute of Texas’ **mission** is to conserve our natural heritage by deepening our knowledge of the plant world and achieving public understanding of the value plants bring to life.

The Fort Worth Botanic Garden’s **mission** is to engage, inform and inspire with plants, landscapes and nature.
ABOUT THE BOTANICAL RESEARCH INSTITUTE OF TEXAS

The Botanical Research Institute of Texas (BRIT) was founded in October 1987 to house the Southern Methodist University herbarium, which consists of 450,000 specimens, along with its botanical library with 75,000 volumes from the personal collections of Lloyd H. Shinners, one of the most influential Texas botanists of the 20th century. Today BRIT is located in a 70,000 square foot LEED Platinum certified building, built through generous philanthropic support in 2009, with over 1,500,000 herbarium specimens, a 150,000 volume library, a large collection of botanical art, a molecular lab and a seed bank housing endangered species of Texas. BRIT is located adjacent to the Fort Worth Botanic Garden near downtown Fort Worth in the heart of the City’s cultural district. BRIT was founded to document the diversity of plant life and share this information with its community and the world through education programs and publications. To do this, BRIT conducts extensive research around the world. In the last 10 years, BRIT scientists have located and described scores of species previously unknown to science. Similar to the botanist-explorers of the 18th century, their scientists share the same desires and traits as Sir Joseph Banks, Captain James Cook, and Charles Darwin. They are driven to find new plant species and research plant life for agricultural, economic, environmental, medical, and social uses and to share that knowledge with the public, in the classroom and the research laboratory.

Current major projects are ongoing around Texas, Oklahoma, and in the Southeastern US, as well as in Mexico, Belize, China, and the Philippines.

BRIT supports botanical solutions to address globally challenging problems ranging from the environmental importance of biodiversity to sustainable food sources and agricultural practices. By serving as a think tank and catalyst, BRIT inspires learning and forms interdisciplinary collaborations for critical research within scientific, educational, social, cultural, and business communities.

BRIT’s work impacts its community and the world in a number of functional areas including, environment, by giving people a local sense of stewardship; society, by training a new generation of thinkers and problem solvers; and conservation, by offering methods for better stewardship of the land.
ABOUT THE FORT WORTH BOTANIC GARDEN

The Fort Worth Botanic Garden is a 110-acre botanical garden in Fort Worth, Texas, located in the heart of the cultural district.

The Fort Worth Botanic Garden shares the beauty of the natural world through its 23 specialty gardens, inviting visitors through general admissions, special exhibits and events. Fort Worth Botanic Garden was established in 1934, making it the oldest major botanic garden in Texas.

In 1912 the City of Fort Worth acquired a small park named Rock Springs Park. The tract of park land was located west of the Clear Fork of the Trinity River and comprised 37.5 acres. In 1930, a comprehensive plan was completed for the entire development of Rock Springs Park that included a formal rose garden and a long vista through a natural grove of trees, connecting it with Trinity Park to the east. In December of 1934, the Board of Park Commissioners voted to change the name “Rock Springs” to the “Fort Worth Botanic Garden.” The Botanic Garden continued to grow with new features and later expanded with the addition of more acreage.

The Fort Worth Botanic Garden has 23 specialty gardens with more than 2,500 species of plants. The major gardens include the Fuller Garden, the Rose Garden, the Japanese Garden, Rock Springs Garden, Native Texas Boardwalk and more. The Garden’s 10,000 square foot conservatory contains plants from tropical rainforests all over the world. The Garden also houses the largest begonia collection in North America, with over 300 species.

ABOUT THE OPPORTUNITY

Reporting directly to BRIT’s highly engaged Board of Directors, the new President & CEO will lead a team of approximately 115 staff members, and an operating budget of over $11M. In partnership with the Board, the next President & CEO will have the privilege to shape, guide and execute the institution’s vision and strategic plan as the two
organizations evolve into one. The Board seeks a leader who will partner with them in thinking boldly and creatively about this organization’s future. There is an opportunity to capitalize on the synergy of the two institutions for increased engagement, visibility, attendance and to provide an enhanced overall visitor experience. Continuing to work with the Board and key partners to develop sustainable revenue and broad-based philanthropic support in a vibrant, aspirational community will be a core measure of success moving forward.

The next President and CEO will:

- **Engage** the institution’s multiple constituencies locally, regionally, nationally and internationally. The initial focus is on continuing to deepen relationships with existing donors and stakeholders while identifying and forging new partnerships. The goal is to strengthen community engagement and cultivate sustainable relationships with new and diverse groups of people to accelerate progress on the mission.

- **Leverage** the resources of BRIT and the Garden’s physical facilities and programs to provide a quality visitor experience and promote repeat visits.

- **Build** the business model and the team that meet the ambitions of the Board and the communities’ evolving expectations. Achieve financial sustainability by designing and executing a business model that diversifies and grows BRIT and the Garden’s revenue and support while capitalizing on current funding success. This could include a major capital campaign and endowment to support the garden’s future.

- **Collaborate** both externally and internally, continuing to work with the departments and the two organizations on integrating operations, strategy and tactics in order to pursue one mission and vision.

- **Communicate** the vision and advance the public outreach through innovative and collaborative approaches.

**CANDIDATE PROFILE**

We seek an inspiring individual who will bring vision and leadership characterized by an ability to garner broad community support, increase visibility of the organization and carry forward major new projects and programs while balancing the internal management of a world class collaborative team.
The successful candidate will be driven by honoring and respecting existing stakeholder relationships while building new meaningful connections across multiple groups, including BRIT and Garden staff, volunteers, donors, partners, businesses, civic groups, public officials, visitors, members, and other stakeholders. The ideal candidate will have an effective, transparent and direct communication style.

We seek a leader who is an exceptional communicator whose passion is evident by their ability to energetically and enthusiastically articulate the vision and aspirations of BRIT and the Garden as one institution. Experience at a high-level in fundraising and donor engagement is essential. The ideal candidate will demonstrate a proven track record in obtaining major individual gifts, corporate sponsorships, foundation support, and government grants. Successful experience in leading a capital campaign is a plus.

A proven ability to manage and lead a garden, museum, or other cultural institution is required. This includes experience in hiring, coaching and delegating, resulting in a high-quality, collaborative team of tightly coordinated, professional and accountable staff members all working towards common goals. Of critical importance is the candidate’s ability to transform ideas into specific, goal-driven project outcomes. Experience in project management, from basic infrastructure improvements to large-scale capital construction projects, is ideal. Solid, demonstrated skills in operations, finance and business management are expected.

Specific experience with public gardens is preferred but not a requirement, however, an affinity and passion for the mission of public gardens as well as in the natural sciences must be demonstrated. Senior-level leadership in a similar venue that aspires to deliver an extraordinary visitor experience is highly desirable. Experience in nonprofit management and governance in a cultural institution is required.

A bachelor’s degree from an accredited college or university is required; a PhD or Master’s Degree in the sciences, or related field is preferred. Affiliation with local, state, or national professional or trade associations related to the Garden’s mission would be a plus.

To apply, please send a current resume and letter of introduction to Kittleman & Associates, LLC at https://bit.ly/37eXCzU (click on the Apply button at the bottom of the page).
To learn more about the programs and activities at BRIT and the Fort Worth Botanic Garden, please go to the following links: [www.brit.org](http://www.brit.org) and [www.fwbg.org](http://www.fwbg.org).

*BRIT and the Fort Worth Botanic Garden are committed to a policy of equal employment opportunity.*