



Invites nominations and applications for the position of:

PRESIDENT

The George C. Marshall Foundation exists to promote the values of selfless service, dedicated effort and strength of character exemplified by Marshall's life and leadership in war and peace and to inspire new generations to follow his example as they face the challenges of the future.

About The George C. Marshall Foundation (GCMF)

Located on the beautiful Post of the Virginia Military Institute in Lexington, Virginia, the GCMF opened in 1964 and is the nonprofit, nonpartisan, independent foundation where the values that shaped and motivated George C. Marshall are kept alive. The Foundation perpetuates Marshall's legacy, his leadership qualities and exemplary character through educational programs and facilities that offer a wide range of resources and materials for use by the general public, amateur historians, scholars and students of all ages. Included in the program and facilities are the [National Marshall Museum](#), which educates the public about the military and diplomatic role of the United States during the 20th century and houses many historic artifacts, including the Nobel Peace Prize that George C. Marshall received in 1953; the [National George C. Marshall Research Library](#), which collects, preserves, and makes available to scholars a documented record of Marshall's life and public service career; and various [leadership, development and statesmanship programs](#). Once a month, members and guests enjoy live presentations from world-renowned experts on a range of topics through the [Marshall Legacy Series](#). The Foundation occupies a 27,000-square-foot facility and houses a [major collection of manuscripts, speeches](#), books, posters, photographs, microfilm, tapes, and films that is a valuable resource for nearly one thousand researchers each year. Approximately 10,000 people visit the museum annually.

The GCMF is a 501(c)(3) organization, governed by a [Board of Trustees](#) that raises and provides significant private support. The current operating budget is approximately \$1 million with 6 full-time and 3 part-time staff members. The George C. Marshall Foundation expects its trustees, officers, employees, and other representatives to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

Ongoing Campaign

The board-approved 2015 strategic plan contains four major goals that, when achieved, will elevate the profile of General Marshall, improve the organization's financial stability, develop a 21st-century visitor experience, and maximize the use of the substantial existing building footprint. A cornerstone of the campaign is a reimagining of the museum and the establishment of the Marshall Decision Center. The museum revitalization will focus on technological advancements in tune with the way modern museum visitors consume and engage with history. The Decision Center will be an educational program, unique among historical centers, that will allow small groups of participants to engage in role-playing and simulations around a number of complex topics, such as how to restore the economy of a war-ravaged country. Preliminarily, \$10 million has been identified as the amount necessary to execute the vision, including devoting a substantial amount (about 50%) to increase the endowment in support of operations and programs. A generous challenge grant has already helped set the campaign on the path to success.

2019 Renaming

On March 12, 2019, President Donald Trump signed into law a bill designating The George C. Marshall Foundation in Lexington, Virginia as the "National George C. Marshall Museum and Library." The renaming is poised to bring renewed interest in the life and contributions of one of American history's greatest figures. The designation also firmly establishes the National George C. Marshall Museum and Library, with its vast collection of artifacts and records from Marshall's career, as the preeminent authority on Marshall.

About George C. Marshall

[George Catlett Marshall](#) was born in 1880 in Uniontown, PA. He is heralded as the organizer of victory and the architect of peace during and following World War II. His characteristics of honesty, integrity, and selfless service stand as shining examples for those who study the past and for those generations that will learn about him in the future.

Marshall's career touched on many of the key events of the 20th century—as a new Army officer following the Philippine insurrection, as a member of the staff of General of the Armies John J. Pershing during World War I, as U.S. Army Chief of Staff during World War II, as Secretary of State and the architect of European economic recovery following WWII, and as Secretary of Defense during the Korean War. He is the only person to have served in these three high positions.

During World War II, Marshall as Army Chief of Staff (1939–1945) was the most important military figure in the U.S. military establishment and indispensable in maintaining the Anglo-American coalition. After the war, he was named Special Representative to China (1945–1947), Secretary of State (1947–1949), President of the American Red Cross (1949–1950), and Secretary of Defense (1950–1951). In 1953 he was awarded the Nobel Peace Prize for his role in proposing, encouraging legislative action, and supporting the European Recovery Program (known as the Marshall Plan). For nearly 20 years he was a major U.S. leader, militarily, politically, and morally, and he is still widely admired today. Marshall died in 1959, and was preceded in death by his first wife, Elizabeth Carter Coles. He was a stepfather to the three children of his second wife, Katherine Boyce Tupper. Orson Welles once said of him, "Marshall is the greatest man I ever met. I think he was the greatest human being who was also a great man. He was a tremendous gentleman, an old-fashioned institution which isn't with us anymore."

About Lexington, VA

Lexington, Virginia is a historic city of 7,000 residents. Situated between the Allegheny and Blue Ridge Mountains in the Valley of Virginia, Lexington is the county seat of Rockbridge County, home to an additional 21,000 people. Lexington is a two-hour drive to the state capital, Richmond, and a three-hour drive to Washington, D.C. The area features strong public schools, a variety of cultural events, and, with close proximity to the Blue Ridge Mountains and the Maury River, rich opportunities for outdoor activities. Lexington is also home to the Virginia Military Institute and Washington & Lee University, and 13 four-year colleges and universities are located within approximately 75 miles of the city.

Position Summary

The President of the George C. Marshall Foundation reports directly to the Board of Trustees and is responsible for all aspects of management and program development for GCMF, including, but not limited to, strategic vision and planning; budget development and management; personnel supervision and administration; educational and public program development and implementation; community and constituent relations; fundraising and membership development; and relations with representatives of local and state government.

The next president will engage the following opportunities and challenges:

Setting the Foundation's Strategic Vision

The next president will continue to lead the institution in shaping and expressing a vision of GCMF as a valued and valuable local, national and international asset in understanding the history and contemporary significance of George C. Marshall in America and across the world. In consultation with the Board of Trustees, GCMF members, and staff, the president will establish and implement periodic

strategic plans to accomplish the institutional vision through measurable outcomes and accountability.

Ensuring the Foundation's Financial Stability

Working closely with the CFO and the Director of Development and Communications, the president will propose and manage the GCMF budget to achieve annual and long-range goals and to provide financial accountability and secure the long-term financial health of the organization. With a strong network of private donors and a track record of building new funding relationships, the next president will drive successful private fund development efforts, including capital and membership campaigns, corporate grants, annual giving, planned giving, major gifts, and public and private grants in order to meet organizational priorities and provide for long-term financial stability.

Providing Skillful Organizational Leadership

Serving at the helm of the organization, the president leads, inspires, and professionally develops staff and volunteers in alignment with the organization's goals. The successful candidate will oversee the development and implementation of programs and services that serve select audiences, realize the full educational potential of GCMF's resources, meet the highest professional standards, and achieve the strategic goals of the organization. The president will also ensure that all library, art, and historical resources are protected, conserved, cared for, and accurately interpreted in a variety of formats. The president will also provide for the timely and orderly management of governance functions and maintain a positive and productive relationship with the GCMF Board of Trustees.

Increasing the Visibility and Reach of GCMF

Increasing GCMF [membership](#), outreach, and capabilities will be an important priority for the next president. Through outlets such as social media, speaking engagements, and innovative programming, the president will introduce a wider audience to Marshall's legacy and the GCMF. The president will represent the GCMF and engage with local communities and constituent groups, public officials and agencies, media representatives, professional organizations and others. Building strategic partnerships that are financially viable and collaborations with organizations dedicated to preserving and presenting military history, constituent groups, and public agencies will also be an important task of the president in meeting organizational goals.

Desired Candidate Qualifications and Experiences

Education and Experience

- Graduate-level degree in library science, archival management, history, military history, public history, and museum studies, business, or another field related to the mission and activities of GCMF is preferred. Undergraduate degree in one of the above or related fields is acceptable with additional experience;
- Minimum of ten years of experience working in a nonprofit organization, military service or government agency, library, archives, museum, or historic site, which includes active fundraising responsibilities, with a track record of increasing responsibility; and
- At least three years of successful experience leading a similar organization or agency, or senior management level leadership of a unit of a larger organization or agency in which responsibilities included strategic planning, fundraising, personnel supervision and evaluation, budget preparation and management, and program implementation.

Knowledge, Understanding, Abilities, Experience, and Skills

- Strong relationships with potential donors in Virginia, D.C., the Mid-Atlantic region, and the national philanthropic community;
- Demonstrated experience and success in working with boards of directors in either the nonprofit, private, or public sector and a broad understanding of the role of cultural and conservation organizations;
- Documented understanding of the roles and potential of historical figures, libraries, museums, and cultural organizations in contemporary society;
- Demonstrated appreciation of the requirements and roles of scholarship in historical interpretation, public programs, and education activities;
- Supervisory knowledge of the principles of nonprofit accounting and financial management systems, including the basic concepts of fund accounting;
- Successful leadership in organizing, motivating, leading, and managing paid and volunteer staff to achieve measurable goals and outcomes in a nonprofit organization and/or government agency;
- Demonstrated success in conceiving and implementing creative public programs, both internally and through collaborative, strategic partnerships;
- Practical experience in establishing, measuring, and analyzing program goals and objectives;
- Proven success in presenting and representing a cultural organization or agency to funders, constituents and their communities, peer organizations, governing boards, public officials and agencies, and representatives of the press;
- Exemplary written and oral communication skills;
- Working knowledge of electronic information systems generally used in libraries,

- archives, museums, and nonprofit cultural organizations;
- Expertise harnessing evolving digital technologies and social media to expand the reach and impact of libraries, archives, museums, and other cultural organizations; and
- Familiarity and appreciation of the life and times of George C. Marshall and the core values of GCMF.

Preferred Characteristics

- Collaborative, visionary leadership that inspires staff, volunteers, and Board to fulfill the GCMF's mission
- Entrepreneurial spirit
- Willing to make "The Ask"
- Strategic thinking and problem-solving ability
- Ability to maintain balance, perspective, and a sense of humor in a demanding work environment
- High People Quotient
- Energy, enthusiasm, and creativity
- High ethical standards and personal integrity
- Working knowledge of and appreciation for the field of military and diplomatic history

Information for Candidates

Please send all nominations, inquiries and expressions of interest, in confidence and electronically, to:



& ASSOCIATES

Susan VanGilder, Partner
Holly Jackson, Senior Associate
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The George C. Marshall Foundation is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.