

The Midland Cultural Centre is in search of an

## **EXECUTIVE DIRECTOR**

### **ABOUT THE MIDLAND CULTURAL CENTRE**

The Midland Cultural Centre (MCC) is the focal point for arts activities in the heart of southern Georgian Bay. The MCC is a community-based, volunteer-driven facility where everyone can be involved in artistic and cultural pursuits as a participant or an audience member. In the downtown core of Midland, Ontario, the MCC enhances the vibrancy and economic well-being of the entire region. The modern architecturally- designed building houses performing arts, visual arts, a theatre and a museum.

MCC hosts four unique cultural partners:

**1. Quest Art School and Gallery**

A place where aspiring artists and art enthusiasts can discover, learn, and grow through a diverse range of creative programs, workshops, and exhibitions.

**2. Huronia Players (HP)**

A true volunteer community theatre group, HP offers education in theatre arts and it presents three major productions each year in its intimate 121-seat theatre.

**3. Canadian Museum of Water (CMW)**

The Canadian Museum of Water was established in 2023 to provide a focal point for advocacy and for water-related initiatives in Canada. The CMW's programming and activities promote stewardship, preservation, innovation, and education of our precious natural resource.

**4. The Gallery of Indigenous Art (GOIA)**

The only one in the region, the GOIA is directed by a committee of local Indigenous and Métis members. The gallery showcases the work of Indigenous and Métis artists and artisans from the local communities, the region and across the country.

The MCC believes in the imperative that everyone shall have equal access to our productions, programs and employment opportunities, and that our diverse community should be reflected in all that we do. We strive to be accessible and inclusive to all, and we are committed to identifying and removing barriers to access through a range of services.

## **THE OPPORTUNITY**

The Midland Cultural Centre is seeking an Executive Director who will serve as the chief strategist, connector, fundraiser, and advocate for the Centre—building relationships with staff, board members, tenant partners, funders, donors, government officials and community stakeholders while ensuring operational excellence and dynamic programming. They are a trusted, collaborative leader and a visible community presence who embraces and promotes the Midland Cultural Centre's vision, values, mission and civic role. The Executive Director will bring a blend of artistic literacy, non-profit management expertise, financial acumen, enthusiasm for collaboration and working with partners, together with the ability to tell our story and raise funds necessary to accomplish our goals.

## **POSITION CONCEPT**

The Executive Director will be a strategic leader with the ability to guide the MCC into an new era. They will be instrumental in connecting the vision and mission to operational objectives and strategies while leading the organization through operational review, program expansion, and fundraising growth. A strong communicator, the Executive Director will harness the Midland Cultural Centre's stakeholders to build a hub for arts and entertainment locally and regionally.

## **DUTIES AND RESPONSIBILITIES**

Reporting to the MCC Board of Directors, the Executive Director will provide:

### **Strategic Vision and Leadership**

- Work with staff, board, community stakeholders and funders, identifying and reenergizing key strengths and new opportunities to expand and improve upon programming and operations;
- Articulate and champion the vision of MCC 2.0 as a hub of Arts and Entertainment in North Simcoe;
- Develop a business model with clear goals and metrics that aligns with organizational and staff capacity and ensure programs and services support long-term sustainability;
- Work with the MCC Board of Directors to identify new opportunities, to support best practices in good governance and transparent communication, and to capitalize on areas of funding sources.

### **Operational Leadership and Management**

- Guide the operation of the MCC by setting and enforcing operating policies and procedures, scheduling administrative procedures, and overseeing workflow;
- Nurture relationships and effective communication with staff to build a culture of transparency, clarity of decision-making, and accountability to shared goals;
- Recruit, develop, manage staff and perform annual full-time staff performance appraisals for growth;
- Oversee all aspects of the day-to-day operations of the facility, including all personnel and administrative activities, facility management, financial management, fundraising and marketing activities, and box office and front of house operations;
- Provide direction and oversight for programming and events activities that maintain a balance of financial sustainability with strategic goals and audience development;
- Oversee the development and implementation of a volunteer strategy that includes active recruitment, recognition of service, and celebration of the contributions volunteers make to the organization.

### **Fundraising and Financial Stability**

- Develop and manage annual budgets aligned with the Multi-Year Financial Plan of the MCC and provide regular progress reports to the Board of Directors through the Board's Finance Committee;
- Identify grant opportunities and oversee proposal development;
- Steward and strengthen relationships with existing donors and sponsors while cultivating new financial contributors through a donor and sponsor recruitment and recognition strategy.

### **Community Engagement**

- Build connections with the local businesses, industries, services, and not-for-profit sectors, municipal, county, and provincial governments, funding organizations, and private sector supporters;
- Be visible at community events;
- Establish the MCC as a recognized hub for Arts and Entertainment throughout the region;
- Oversee the creation and execution of strategic marketing campaigns across digital and traditional media.

## QUALIFICATIONS

While no one candidate will possess all the qualifications listed below, the ideal candidate will be passionate about the Midland Cultural Centre's mission and bring many of the following skills and experiences:

### Required:

- Bachelors degree in arts administration, not-for-profit management, business or related field (or equivalent professional experience);
- Demonstrated success in not-for-profit fundraising and development;
- Strong financial acumen with budget development and management experience;
- Excellent interpersonal, communication, and relationship-building skills;
- Training in workplace harassment, safer spaces and/or cultural safety;
- Proficiency with current software, digital platforms, and management systems;
- Experience in working with a Board of Directors in a policy governance model.

### Preferred Additional:

- Ability to foster trust, build relationships and lead with compassion, integrity and humanity;
- Ability to inspire, mentor, and empower people;
- The courage to ask for help, identify problems and offer a range of solutions;
- The initiative to recognize when something needs to be done and to step in and do it without hesitation when needed;
- Ready to commit to the community and avail themselves of all the benefits it has to offer.

## COMPENSATION

**\$95,000 - \$125,000 base**, commensurate with qualifications and experience + performance incentives

## ABOUT MIDLAND

Midland, Ontario and its surrounding communities offer a rare blend of natural beauty, small-town warmth and modern convenience that makes living and working here genuinely rewarding. With a regional population of approximately 28,000, the area is large enough to provide first-rate services and amenities while still maintaining the close-knit feel that so many people seek. Nestled on the shores of Georgian Bay, Midland enjoys a true four-season climate with warm, breezy summers, colourful autumns and snowy, picturesque winters, making it an ideal setting for anyone who loves the outdoors.



Midland Cultural Centre  
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Its location provides the best of both worlds: Barrie is just 45 minutes away, and Toronto is roughly 90 minutes to the south, offering easy access to major urban centres while allowing residents to enjoy the peace, space and natural beauty of cottage-country living. Many professionals from larger cities have already chosen Midland for its lifestyle advantages, finding a community that supports both career ambitions and personal well-being.

Imagine being close enough to work that you can walk, breathe fresh air on your commute and even head home for lunch. Picture having an outdoor playground with trails, waterfront and parks just minutes from your workplace. This is a community where creativity is valued, where people know their neighbours, and where some of Canada's most successful individuals choose to live or spend their time. It's a place with its own identity: close enough to Toronto for an easy day trip, yet far enough away to avoid feeling like a bedroom community.

If you're looking to build a meaningful life while contributing to a vibrant cultural hub, Midland offers the ideal backdrop for both a fulfilling career and a rich, balanced lifestyle.

## TO APPLY

Candidates are asked to submit their **cover letter**, outlining their interest and qualifications, and their **resume** to the email address below **before midnight March 10, 2026**.

Letters should be addressed to the Search Committee Chair: Ms. K. MacMillan

Submit your cover letter and resume to: [search@midlandculturalcentre.com](mailto:search@midlandculturalcentre.com)

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The Midland Cultural Centre is an equal opportunity employer and proudly values diversity. Candidates of all backgrounds are encouraged to apply.