



Children's Discovery Museum
San Jose

President and Chief Executive Officer



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herman
AND ASSOCIATES



The Organization Past, Present, and Future

Kids lead the way at [Children's Discovery Museum San Jose](#), where they can explore and discover through open-ended, play-based learning experiences. Now celebrating its 35th year, Children's Discovery Museum San Jose (CDM or the Museum) has grown alongside the city and the larger Silicon Valley region it serves. Nestled between the Guadalupe River and a light rail stop—with nearby parking and easy major highway access—the Museum is conveniently located for Silicon Valley families and is an iconic landmark in the San Jose skyline. Designed by renowned Mexico City-based architect Ricardo Legorreta, the 52,000-square-foot building's striking purple façade reflects its purpose: to spark creativity, curiosity, and lifelong learning, so that today's children become tomorrow's visionaries.

The Museum fosters a sense of wonder by encouraging children to find joy in play and discovery, creating opportunities for self-expression and achievement among youth, supporting the adults who care for and teach children, and reflecting the local community. From its earliest days, CDM has prioritized serving all children in one of the most diverse regions in the country. San Jose, northern California's largest city and the 12th-largest in the US, has been a majority-minority city since the 1950s and is home to both some of the wealthiest and most economically challenged neighborhoods in the US. The Museum is nationally recognized for welcoming audiences that reflect this diversity, earning awards for its leadership in equity, inclusion, and accessibility. Since opening, the Museum has welcomed approximately 10.3 million visitors. In 2024, over 208,000 families, 22,532 group visitors, and 4,318 program participants experienced CDM's hands-on exhibits and programs that engage the senses and challenge the mind.



As the premier children's museum in Silicon Valley, CDM blends science, art, and the humanities, understanding that each is equally vital to learning. Focused on children under 10 years of age and their caregivers, the Museum's interactive exhibits address children's need to learn through concrete actions and harness the power of curiosity, play, and exploration. CDM offers 28,000 square feet of indoor exhibition space and a half-acre outdoor nature area, creating engaging learning experiences through more than 150 [hands-on exhibits](#) and programs in dedicated arts spaces, as well as indoor and outdoor science and nature galleries. Programs strive for authenticity, offering a spirit of discovery in events that bring families together for shared multidisciplinary STEAM experiences, including theater from professional, youth, and community artists; hands-on visual arts experiences honoring Silicon Valley's artists and artistic traditions; and nine community celebrations of holidays throughout the year that share cultural experiences between residents. Developed in partnership with the local community, the Museum's cultural celebration program honors our differences and fosters understanding. It builds connections while creating a sense of belonging for the children whose cultures are represented. Annual celebrations include El Día de los Tres Reyes Magos, Lunar New Year, Nowruz, Pride Month's Proud of My Family, Juneteenth, the Mid-Autumn Moon Festival, Diwali, Día de los Muertos, and Menorahs and Miracles.

CDM's interactive exhibits, which encourage visitors to touch, experiment, and get creative, and its cultural programming, which highlights the community's rich ethnic diversity, provide experiences that inspire imagination and inquiry, earning the Museum accolades. Recognition includes the 2001 National Award for Museum and Library Service, presented by First Lady Laura Bush, making it the first museum in California to receive this honor. Other distinctions include the American Alliance of Museums' Award for Diversity, Equity, Accessibility & Inclusion and multiple Promising Practices Awards from the Association of Children's Museums, as well as ranking in the top 10% of attractions worldwide in the 2020 Tripadvisor Travelers' Choice.

In 2008, a master plan was developed that proposed \$30 million in expansions to better serve visitors and staff. The economic downturn made a single capital campaign unrealistic, so Board leaders adopted a phased approach: dividing the plan into \$3-5 million projects and tackling them one at a time. Between 2010 and 2025, four major initiatives were completed. The Builder Building is a 3,200-square-foot fabrication facility equipped with advanced woodworking, welding, laser, and metalworking equipment, which also added needed storage. The transformation of the snack bar into FoodShed created a healthy, sustainable food program modeled on CDM's Kids' Garden and Healthy Eating & Active Living initiatives. Bill's Backyard: Bridge to Nature is a half-acre outdoor expansion that doubled the exhibit space, providing families in this dense urban area with more chances to explore nature and trust their children's ability to navigate it. An outdoor gallery accessible from Bill's Backyard, the Exploration Portal, features exhibits on patterns in nature, sustainability practices—including a 7,200-gallon rain-harvesting cistern and bioswales—as well as the only SmartFlower solar arrays in Northern California. One major master plan recommendation remains: relocating the Museum's front entrance to better align with the portico, parking, and light rail stop.

Beyond physical expansion, CDM has extended its mission into the community. In 2015, the Museum partnered with Educare California at Silicon Valley to create a satellite children's museum in East San Jose. The indoor and outdoor installations serve 350 preschoolers daily, most of whom come from families living more than 200% below the poverty line, and welcome neighborhood families for special events.

During the pandemic closure, CDM designed and built Zoom Zone, an interactive play area at San Jose International Airport. Opened in Terminal B, the space explores "things that fly" and offers young travelers engaging activities during wait times. Due to its popularity, CDM secured a pro bono lease extension through 2030, and plans for a new sensory room for neurodivergent children are underway.

CDM has facilitated learning beyond its walls for more than three decades through the BioSITE program. This field-based environmental science program features an adaptable curriculum that enables students to learn about watershed ecology and environmental stewardship through inquiry-based investigations and cross-age mentorship. Trained high school students mentor small teams of elementary students, creating a community of learners that work together performing water quality tests and engaging in fun educational activities along local creeks throughout the school year. Last year, 52 high school sophomores mentored 406 4th-grade students, as they learned about local species and how to promote healthy waterways.

Since being selected for BridgeSpan's Accelerator Program in 2023-24, CDM has focused on capacity building to create a resilient and responsive organization in the post-pandemic era, positioning the organization for growth and increased impact. More information is available in CDM's [Adaptive Plan](#) and [Annual Plan](#).





CDM Values

Children

CDM respects children and the adults who support them, striving to understand and respond to their individual developmental needs, learning styles, and diverse cultural backgrounds.

Play

The Museum believes play is essential to healthy development and lifelong learning.

Learning

They believe that interactive engagement with ideas, materials, the environment, and technology promotes creativity, critical thinking, problem solving, and growth.

Intersections

The Museum values multidisciplinary exploration, unexpected insights, and new connections.

Community

They celebrate people, cultures, and discoveries, building global awareness and understanding.

Integrity

CDM creates experiences rooted in authenticity, a spirit of discovery, and a commitment to excellence.

The Opportunity

Children's Discovery Museum San Jose seeks a President and Chief Executive Officer to provide strategic and visionary leadership as the organization writes its next chapter. Responsible for developing and implementing plans that increase mission delivery, the CEO will play a key role in shaping and realizing the Museum's future. Post-pandemic efforts have enabled a resilient, lean, and adaptable organization, laying the groundwork for future growth and success. CDM's next CEO will build on this foundation to help the Museum become the top destination for children and families in the region and a model in innovative education and early learning, while also expanding access and community outreach. Working with an enthusiastic and dedicated community, an engaged and effective Board, and a talented and diverse team, the CEO will offer an inspiring vision grounded in operational expertise to propel Children's Discovery Museum toward greater impact and serve as a model for similar initiatives in other regions. The Museum's next chief executive will lead with curiosity and a passion for early childhood education and development, creating learning opportunities that inspire others.

The CEO is responsible for creating optimal conditions for successful and elevated giving, ensuring the Museum can increase engagement and expand access for all community members. Specifically, they will foster alignment across the organization and act as a compelling and strategic storyteller, generating excitement among sophisticated donors in a changing funding landscape. In addition to engaging corporate, foundation, and individual donors, the CEO will be the principal relationship builder with the City of San Jose, a critical partner to CDM. To succeed in this role, they will need to possess an entrepreneurial mindset and the ability to envision how organizations can collaborate to advance their respective missions, forming mutually beneficial partnerships that provide the necessary resources to expand their impact. This executive will leverage the Museum's community support and momentum, acting as a thoughtful and innovative steward of existing resources and maintaining a sustainable business model that supports ambitious goals in a changing world.

CDM's leadership aims to be recognized as a trailblazer in the early childhood sector. Using a strategic approach and expertise, the President and CEO ensures operational success, philanthropic achievements, and financial stability, helping the Museum fulfill its mission while demonstrating best practices, innovation, and teamwork. As a key part of CDM's vision, programs, and engagement, the CEO will show curiosity and a passion for creative, hands-on learning that inspires others. CDM and its team are dedicated to ensuring programs and exhibits reflect the region's diverse population, which is central to its mission.

The CEO will continue to represent Silicon Valley's diversity in CDM's offerings, creating a welcoming space for learning that promotes acceptance, involvement, and belonging, while celebrating the diverse backgrounds and identities of its community. Exploration, inquiry, and play have tremendous power to create shared understanding and connect people and communities; the next leader will embrace their role in fostering these connections. By leveraging and utilizing CDM's platform, the CEO will enhance operations and foster trust with the community, creating a leading educational and entertainment destination that embodies Silicon Valley's innovative spirit and creativity. This destination will showcase its rich diversity, helping children learn about and from the world around them.



Building on their commitment to early childhood education, CDM's chief executive will lead their team in exploring new ways to cultivate a love of learning among all children, maintaining a steady focus on innovative programs and exhibits that attract first-time visitors and encourage repeat visits. Operational goals include increasing attendance and revenue, expanding membership, improving marketing initiatives, and launching projects that extend outreach to underserved communities. Using key performance indicators to assess current strategies, the CEO will actively shape organizational structures, policies, and processes as the Museum community plans for its future.

Ultimately, the new CEO will be an experienced change agent who can foster a culture that prioritizes visitor and employee engagement, empowerment, and transparency during a period of transition. They will promote a mission-driven culture by guiding, collaborating with, and motivating the staff. The next CEO will employ a hands-on approach that sets an example of ethical and empathetic management, embodying CDM's values. This collaborative and inspiring Individual will thrive in partnering with the Board, community stakeholders, and the CDM team to continue delivering excellent guest experiences while leading the development of offerings that engage the next generation of audiences and encourage visitors to return.



A Legacy of Excellence

Ms. Marilee Jennings has provided strong leadership at the Museum and has served as the Executive Director since 2008. She will continue in this role until her retirement in April 2026. During her tenure, CDM has gained recognition for its efforts to reflect the ethnic and socioeconomic diversity of San Jose, making it a distinctive children's museum and a true community asset. She has served on the Boards of the Association of Science and Technology Centers and the Association of Children's Museums, including a term as President of the ACM Board. Marilee's work and leadership in serving multilingual audiences, promoting healthy eating and sustainability, developing audience diversity, science education, sponsorships, and fundraising have significantly contributed to the field and enhanced the Museum's reputation.



Governance and Financial Health

The Children's Discovery Museum, a 501(c)(3) organization, is managed by a [Board of Directors](#) comprising influential Silicon Valley leaders, currently consisting of 25 members who actively support the organization. These volunteer leaders bring their expertise to CDM from some of the world's leading companies. A selection of organizations with tenured Board representation includes PwC, EY, KPMG, Deloitte, Bain & Company, eBay, ServiceNow, and Oracle. The Museum also benefits from the longstanding support of a group of funders and donors, including Adobe, The David and Lucille Packard Foundation, Intuit, Cisco Systems, PNC Bank, the Martin Family Foundation, and Cadence Design Systems. One of the Museum's essential partners and supporters is the City of San Jose, which allows CDM to operate, manage, and maintain the Museum facility rent-free under a non-cancelable, long-term lease. Additionally, the City provides an annual maintenance subsidy and grants further funding. Ongoing community support and responsible management have helped the Museum build a \$7.4 million endowment. The organization concluded its most recent audited fiscal year with nearly \$6.2 million in unrestricted, Board-designated funds and approximately \$1.2 million in donor-restricted funds.

The Museum currently maintains a strong financial position and is prepared for future growth and success. Over time, carefully phased planning has effectively supported major capital projects, satellite locations, and community outreach initiatives. The organization's financial stability is demonstrated through its diverse sources of income. In the 2024-25 fiscal year, the Museum's revenues and expenses totaled nearly \$6.6 million. Revenue from admissions, memberships, café sales, parties, exhibit rentals, consulting, program fees, and investment income amounted to over \$3.2 million. The remaining \$3.4 million was raised through public contributions, special events, and donations from individuals, corporations, and foundations. The projected budget for 2025-26 aligns with the previous year's budget.

The Museum's transparency and accountability have been recognized by Candid, which awarded CDM a Platinum Transparency rating in 2024, and by its status as a Charity Navigator Four-Star Charity. More detailed information is available in the latest [audited financial statements](#).

Location

San Jose, the heart of Silicon Valley and a jewel of the Bay Area, has long attracted a diverse range of residents who value its compelling combination of professional opportunities and high quality of life. About three million people live in Silicon Valley, with about one-third of those residents in San Jose. As the region's core, San Jose serves as a hub for innovation, offering a robust job market with over 6,000 tech companies, including Samsung, Cisco, and PayPal, alongside a highly skilled workforce. Home to 20 Fortune 500 companies and a major center for venture capital funding and startups, the region is an economic powerhouse. Silicon Valley's institutions of higher education have played a part in this, including Stanford University, San Jose State University, and Santa Clara University. It's not all work—residents enjoy the vibrant cultural scene, with robust music, theatre, and visual arts options throughout the city's destination neighborhoods, giving San Jose a unique personality with a global outlook. Culinary adventurers can travel the world without leaving the city, which boasts exceptional dining options from food trucks and mom-and-pops to Michelin-starred restaurants. Sports fans have plenty to celebrate—San Jose is home to the most professional sports teams in the Bay Area. Nestled in a valley surrounded by beautiful mountains, San Jose offers numerous opportunities to enjoy outdoor activities and take in breathtaking views. With its mild Mediterranean climate, featuring over 300 days of sunshine each year, outdoor pursuits can be enjoyed year-round. Residents have easy access to trails, parks, open spaces, and natural attractions, including the Santa Cruz Mountains and the California coast. Wine lovers are well taken care of, as the climate and terrain mean the city is surrounded by not just one but three renowned American Viticultural Areas. San Jose provides a blend of innovation, diversity, and leisure, making it an attractive place to live and work.



Key Relationships

Children's Discovery Museum is seeking a proven and strategic President and CEO to provide exceptional leadership and shape the organization's future. Reporting to the Board of Directors, they will oversee a team of 46 staff, managed through five direct reports: the Chief Financial and Administrative Officer, the Director of Marketing and Communications, the Director of Education and Programs, the Director of Exhibits and Facilities, and an Executive Assistant. Currently supported by an Associate Director of Development, the new CEO will have the opportunity to recruit and appoint a new development professional. The CEO's role includes advancing sustainable operations and best practices across the Museum. As the chief relationship officer, the CEO will build personal connections with Board members, staff, donors, city officials, and the broader community. Collaborating at all levels, the CEO will foster an engaged, inclusive, and accountable organizational culture.



Essential Functions

The CEO will uphold the highest standards of excellence while promoting the Museum's priorities and enhancing the enterprise's mission impact. This will be accomplished through the following key functions:

Vision and Strategic Leadership

- The CEO will serve as the organization's primary champion and a leader in the cultural and educational community. This executive must be visible and accessible to both internal and external constituents and continue to build cooperative relationships with other organizations. The CEO will collaborate with various educational and cultural institutions, community organizations, and potential partners in the region to engage in activities of mutual benefit.
- Building on the Museum's current strengths and pursuing an ambitious vision for the future, the CEO will provide inspiring, forward-thinking leadership to help the organization achieve its goals, adjusting strategies as necessary to ensure CDM continues meeting its mission. This includes leading sustained efforts to make engaging educational experiences more accessible and welcoming to all the region's children and families.
- Work closely with the Board to develop and implement strategic plans that outline institutional annual and long-term priorities and the steps to achieve them. Collaborate with senior staff to execute these plans and exceed established goals.
- Foster a mission-driven culture that promotes innovation, collaboration, staff success, engagement, and empowerment. Back this up with the necessary infrastructure to meet strategic goals, building an innovative organization committed to continuous improvement, growing impact, and establishing new standards for children's museums.
- Work with staff and the Board to develop policies based on governance best practices, offer guidance, and ensure adherence to legal and ethical standards. Ensure that CDM's annual operating plans are consistent with the organization's resources and long-term objectives.



Financial Oversight and Resource Development

- The CEO will maintain financial accountability through innovative and ethical business practices, such as budget management, fiscal responsibility, and active involvement in fundraising efforts.
- Diversify and expand CDM's resources to support mission objectives and establish the Museum as the top regional destination and a nationally leading organization. In collaboration with the development team, support financial sustainability by nurturing donor relationships that generate contributed revenue. Play a vital role in increasing philanthropic contributions from corporations, foundations, and individuals by facilitating, planning, orchestrating, and executing fundraising efforts that provide ongoing operational support and contributions, while building the endowment.
- The CEO will be the Museum's lead spokesperson and advocate, including others in this work while supporting and celebrating their success and organizational achievements. The CEO will effectively champion CDM and function as the organization's representative in the region's philanthropic and civic community. Maintain and strengthen the Museum's relationship with the City of San Jose, ensuring CDM is seen as a community resource and priority.
- Continuously review and improve the organization's operations to maximize all earned income opportunities. Develop strategic, long-term business plans that utilize market insights to enhance engagement with members and visitors.
- Work with colleagues to expand audiences and increase attendance, membership, repeat visits, and market share.
- In conjunction with the Director of Marketing and Communications and their team, continue to build recognition of CDM's value to the community by supporting branding strategies that drive marketing and visibility on media channels, speaking engagements, and participation in associations and clubs. Cooperate with aligned entities to enhance the organization's success and elevate its reputation.
- Collaborate with the Chief Financial and Administrative Officer to evaluate and forecast performance through accurate reporting and analysis. Oversee all management policies, procedures, and systems to ensure quality and operational efficiency via resource optimization and effective budget management. Ensure that all budgetary objectives are achieved and maintain proactive communication with the Board on all financial issues in a consistent and transparent manner.

People Management and Staff Development

- The President and CEO will promote teamwork by upholding a work culture that values creativity, curiosity, cooperation, growth, transparency, and respect. Engage, support, and develop talented, dedicated staff through inspired leadership, open communication, integrity, and humility. Build strong relationships with colleagues, model and expect positive workplace behaviors and values, and provide mission-centered work experiences that invest in team members, utilize staff expertise, and emphasize professional development. Foster a collegial atmosphere that encourages innovation and cross-functional success across all departments, preparing the team and organization for future growth.
- Proactively leveraging analytics to ensure sound management, the CEO will make and communicate decisions transparently, delegate responsibilities, and implement clear accountability measures, ensuring they are applied fairly at all levels. Conduct a thorough enterprise-wide organizational analysis to identify areas for improvement. Strategic planning will be a key part of this evaluation and foundational work.



Program Development and Operations

- Collaborate with the Director of Education and Programs and the Director of Exhibits and Facilities to guide the delivery of an industry-leading family experience that is fun, engaging, and educational. Collaborate with the team to ensure seamless daily operations, leveraging a nuanced understanding of the economic and regulatory factors that impact a complex commercial operation with multiple revenue streams. Evaluate the organization's overall operations to ensure effective coordination of efforts.
- Ensure all offerings align with CDM's mission, plans, and aspirations to serve as a model for innovative and effective play-based learning. Promote and deliver an outstanding exhibition program, along with engaging and fun new exhibits that create memorable experiences and stimulate curiosity.
- Develop and strengthen the organization's position as an accessible resource for early childhood development, education, and engagement for all children, families, caregivers, and educators in the region.



The Candidate: Professional Qualifications and Personal Traits

The President and Chief Executive Officer will be an inspiring, community-driven citizen who is passionate about and dedicated to the Museum's history, mission, and vision for the future. Versatile and people-centered, they will prioritize effective communication, maintain a high level of visibility, and enthusiastically participate in the community while serving as an ambassador and advancing the organization's work. This energetic and engaging professional will strive to enhance the organization's reputation and expand its reach by clearly communicating priorities to staff, Board members, and stakeholders.

The CEO will actively take part in Silicon Valley's philanthropic, civic, cultural, and educational communities. Additionally, they will have a proven track record of leading successful fundraising efforts and a strong ability to grow contributed revenue while emphasizing people, relationships, and sustainability. A proponent of new ideas, methods, and opportunities, they will make difficult decisions and embrace opportunity with confidence and compassion.

While no candidate will meet all the desired qualifications, the ideal candidate should possess most of the following attributes and traits while prioritizing critical objectives:

- CDM is seeking a dynamic, innovative, and proactive executive with demonstrated oversight experience in an organization that has multiple revenue streams. The ideal candidate will combine a passion for creative engagement and education with proven managerial skills and operational expertise. Candidates may come from diverse backgrounds, including but not limited to museums, science centers, top nonprofits, or cultural institutions and programs known for innovation and thought leadership. Experience in executive nonprofit management, working with a Board of Directors, and success in a mission-driven organization focused on childhood development and fostering a love of learning would be beneficial.
- This adept fundraiser will have the experience and vision to form strategies and take action that secures philanthropic support. The CEO will be an engaging communicator who embodies CDM's values, effectively tells the organization's story, and leverages their understanding of childhood developmental needs and early education to make a compelling case to donors. This connector brings a proven track record of success in development, relationship cultivation, and donor satisfaction. Fluency in the nuances of building relationships with donors is essential.

- CDM's CEO must create an environment where every child, family, and caregiver feels valued, respected, and welcome. This role requires dedication to reaching children from all backgrounds and ensuring that the Museum's programs, partnerships, and community engagement efforts reflect the richness of the communities CDM serves. The CEO will work to remove barriers to participation, foster a culture of belonging, and ensure that all children, regardless of circumstances, can play, learn, and grow.
- As a natural public speaker and connector, the CEO will inspire others with their passion for the mission. This dynamic professional will excel at fostering collaboration and generating support. Eager to achieve mission-driven outcomes while broadly sharing the credit with all involved, they will command respect and possess the gravitas to engage with diverse stakeholders.
- The CEO will bring valuable, proven experience in developing mutually beneficial and mission-aligned partnerships. As the Museum's representative to various audiences, they will be an active and visible presence in San Jose, regionally, and nationally, fostering relationships within educational, cultural, and civic communities. This includes city officials and community leaders essential to CDM's mission.
- Expertise in effective change management developed within a complex organization undergoing planned transformational growth while staying committed to the mission and fiscal responsibility. Proven success in guiding an organization toward greater operational efficiency and building the revenue, infrastructure, and support systems needed for growth. Emotional resilience and the ability to adapt to the uncertainties of helping any ambitious enterprise define and redefine its boundaries are essential.
- This skilled executive will excel at building teams and organizing operations for maximum efficiency. Self-aware and receptive to feedback, this executive will model organizational values and cultivate strong relationships with the Board, staff, and community partners to further their efforts and CDM goals.
- By delegating and empowering CDM's staff to act, the CEO will recognize each team member's contributions while fostering mentorship, professional growth, and accountability. This executive will be eager to roll up their sleeves and work with the team, knowing that daily efforts toward a shared mission provide the insights needed to support and celebrate staff.
- Drawing on experience developing and managing budgets, the CEO must evaluate and take calculated risks, balancing ambitious goals and innovation with practical stewardship and financial realities.
- The CEO will grasp how the Museum's activities and opportunities enhance the region's education and entertainment resources. While this person does not need to be a subject matter expert in early childhood development or family engagement, they should have a genuine passion for the mission and be eager to link ideas, themes, and skills across various disciplines to promote early childhood engagement and educational initiatives.



Education

The successful candidate will hold a bachelor's degree, ideally in education, business, or nonprofit management, with an advanced degree preferred or a combination of professional experiences that optimize success in the role.

Work Environment

As the head of a community-focused museum primarily serving San Jose and South Bay/Silicon Valley children and families, the President and CEO is expected to be a prominent on-site presence and resource, as well as an actively engaged San Jose and South Bay/Silicon Valley community member and relationship builder. Bay Area candidates interested in this role will be expected to demonstrate a strong commitment to leadership in San Jose and the surrounding communities served by the Museum. For Bay Area candidates who do not already reside in San Jose or adjacent served communities, a commitment to relocating is strongly preferred to ensure success in the role.



Compensation

Children's Discovery Museum offers a highly competitive base salary of \$275,000 to \$300,000, supplemented by a variable, performance-based annual bonus and a comprehensive, competitive benefits package that includes medical, dental, and vision coverage, as well as employer-provided life insurance coverage, a retirement plan, and PTO. Relocation assistance, if needed, is negotiable. The final salary offer will depend on several factors, including overall qualifications, relevant experience, and demonstrated performance in comparable positions.

Process

As an Equal Opportunity Employer, it is CDM's policy not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, national origin, age, disability, familial status, marital status, predisposing genetic characteristics, actual or perceived domestic violence victim status, unemployment status, caregiver status, or any other category protected by law. We encourage applications from all qualified individuals. The Children's Discovery Museum Board of Directors has retained Shelli Herman and Associates, Inc., an executive search firm, to assist in this search. Inquiries, nominations, and applications should be directed to Shelli Herman, who is leading the search; all contact will be held in the strictest confidence.

This search was initiated on October 7, 2025, and will remain open until the position is filled. We are actively reviewing applications and conducting interviews on a rolling basis. To ensure your application receives full consideration, please submit your credentials as soon as possible and by November 14, 2025. Apply through our [website](#) with a cover letter outlining your commitment to CDM's mission, how your experience aligns with the job description, and your resume, including all relevant work experience. The Museum plans to interview vetted candidates in December 2025 and will invite finalists for on-site interviews in early January 2026, with the goal of having a President and Chief Executive Officer in place by March 2026.

Please review your resume carefully for accuracy before submitting it for this position. Shelli Herman and Associates, Inc. verifies academic credentials for its candidates, and CDM will conduct a background check before finalizing an offer. Upon hire, the successful candidate will demonstrate that they are authorized to work in the United States.

About Shelli Herman and Associates, Inc.

Based in Los Angeles, Shelli Herman and Associates, Inc. is a fully retained executive search firm dedicated to helping exceptional organizations build their C-suite teams. Our services are specifically designed for executives and leaders operating at the highest levels of their organizations. We have extensive experience working with both mission-driven organizations and Fortune 500 companies. Our clients are diverse, yet united by their role as trailblazers in their respective fields. We have a proven track record of partnering with clients who need a flexible, experienced, and skilled search team, and we are unmatched in our sector.

