



President & Chief Executive Officer

INDEPENDENCE



Historical Trust

INDEPENDENCE HISTORICAL TRUST, in partnership with the National Park Service, is dedicated to honoring, protecting, and interpreting Independence National Historical Park, the place where our national ideals and aspirations were first articulated, the structure and form of our government were established, and the new nation committed itself to being governed by the Rule of Law. The Park is hallowed ground for the nation and the world—argued over, defended, and cherished for 250 years and counting. To support the Park that celebrates these places and ideals is the Trust's purpose, mission, and privilege.



INDEPENDENCE HISTORICAL TRUST seeks an entrepreneurial, partnership-focused President & CEO to lead organizational growth and expand philanthropic support for Independence National Historical Park at the heart of Philadelphia's historic district and our nation's history.

Organization

Background

Independence Historical Trust (the Trust) is a 501(c)(3) nonprofit organization and the official philanthropic partner of Independence National Historical Park (the Park), which includes Independence Hall, other historic structures, the Liberty Bell, and more than 54 acres in historic Philadelphia. Founded in 1972, the Trust was the first Friends organization in the history of the National

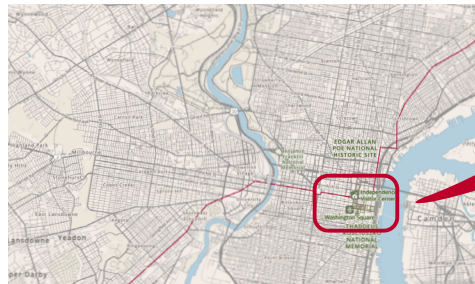
Park Service. Over five decades, it has acquired more than 1,000 artifacts for the Park's permanent collections, funded the rehabilitation of historic buildings and landscapes, organized volunteer support, and delivered public programming.

The Trust's capacity has grown substantially over the past decade. It now leads multi-million-dollar projects, including its most ambitious to date—the restoration of the First Bank of the United States, the oldest purpose-built federal building in the country. The First Bank reopened to the public on July 1, 2026, following a \$43M public/private restoration. In 2025, the Trust dedicated the reinstalled Bicentennial Bell and the rehabilitated Benjamin Rush Garden, among many other projects and fundraising efforts.

The Trust's purpose and responsibility is to support the priorities and goals of Independence National Historical Park. In coordination with the Park, it also collaborates with and invests alongside other organizations such as the City of Philadelphia, Commonwealth of Pennsylvania, and neighboring cultural institutions to improve the area near the

Park in support of the Park’s mission and to enhance the area’s visitor experience. Recent collaborative initiatives include Tamanend Plaza, a new public space that recognizes the role of Indigenous people in the nation’s founding, and the Commerce Street Connector, a wayfinding pathway between the Independence Visitor Center and Carpenters’ Hall.

The Trust is a lean organization with an outsized footprint, operating with a six-person staff, a 14-member governing board, and numerous volunteers. The Trust is financially stable and debt-free, with annual revenue of approximately \$1.5M and expenses of \$1.4M, and net assets of \$8.0M as of 2024, of which \$6.6M is donor-restricted. As it plans for its next chapter, the Trust continues its dedicated support for the Park by expanding the board, updating its strategic framework, strengthening operating revenues, and preparing for the 2037 anniversary of the United States Constitution.



Focus Areas

The purposes of the Trust are to raise funds to help fulfill the mission of Independence National Historical Park and to promote its historical, scientific, educational, and interpretive activities, and to enhance its welcome to visitors.

Preservation and capital projects. Fundraising and project leadership for the rehabilitation of the Park’s historic buildings and landscapes, and for the exhibits, interpretation, and long-term stewardship that follow.

Collections and conservation. Acquisition and care of artifacts for the Park’s permanent collections, including the Adopt an Artifact program, through which donors underwrite the conservation of individual objects.

Public programming and visitor experience. Free programming that brings people into the Park, including the Twilight Tours, which welcomed nearly 3,000 visitors from 48 states and territories and 59 countries during the 2025 season.

Position Overview

The President & CEO is the chief executive of Independence Historical Trust, responsible for its leadership and management, implementing board-approved strategy, and ensuring effective coordination with the Park. Reporting to the Board of Directors, the President & CEO sets the direction and tone of the Trust, leads a small and capable staff and a large volunteer corps, and represents the organization to donors, partners, civic leaders, and the public.

The Trust is at an inflection point. Over the past decade, it has deepened its collaboration with the Park and taken on larger projects. Its ambitions for the decade ahead are still larger. The board is making a deliberate investment in leadership capacity to meet that opportunity. This work is a calling, and these places require and deserve a President & CEO to match the national moment and opportunity reflected in the recent 250th anniversary of the Declaration of Independence and the forthcoming 250th anniversary of the Constitution.

The role is substantially external-facing. Working in close collaboration with the Park's Superintendent and leadership team, the President & CEO aligns philanthropic investment, programmatic support, and community engagement with shared priorities for stewardship, visitor experience, education, and resource protection. The Trust and the Park are also exploring arrangements under which the Trust would provide operational support for sites and services within the Park, which would deepen the partnership and expand what the organization is asked to deliver.

Success in this role rests on relationships and judgment more than on positional authority. The next President & CEO will move comfortably among National Park Service leadership, public officials at every level, major donors and institutional funders, peer institutions, and the Trust's own board, staff, and volunteers, and will protect the organization's rigorously nonpartisan standing while advocating effectively for the Park.

The Opportunity

Few nonprofit leadership roles offer this combination: a 54-year partnership with the National Park Service, a just-completed signature restoration, a sound balance sheet, a board in active expansion, a strategic plan being drafted now, and the nation's 250th anniversary unfolding in the organization's own backyard. This is a chance to lead an organization that is ready to grow, and to convert a generational moment of visibility into durable institutional strength.



Responsibilities

Leadership and Organizational Strategy

Set organizational direction in partnership with the board, and translate the Trust's forthcoming strategic plan into priorities, plans, and decisions a small team can execute.

Lead, develop, and grow the Trust's staff, fostering a culture of collaboration, accountability, and service.

Refine the operating infrastructure, systems, and staffing model a growing organization requires, sequencing growth to what the revenue base can sustain.

Assess where the organization most needs added capacity, and make the case to the board for the investment required to deliver on its plans.

Partner with the board and its committees to set strategy, strengthen governance, and monitor organizational performance.

Support the Governance Committee in board expansion, succession planning, and the recruitment of members who add civic standing and philanthropic capacity.

Bring forward policies and recommendations for board consideration, keep the board informed of significant decisions and risks, and help translate the strategic plan into governance practice.

Philanthropy and Development

Set strategy and annual goals for major gifts, campaigns, events, and institutional giving in partnership with the Director of Development and the board.

Personally cultivate, solicit, and steward major donors as the Trust's lead relationship manager with its most significant supporters.

Lead the First Bank exhibit and stewardship campaign, and build the pipeline for what follows.

Diversify revenue across individual, corporate, foundation, and public sources, and reduce reliance on any single gift or campaign.

Mobilize an expanding board whose fundraising capacity is still being developed, and convert 250th anniversary visibility into sustained donor relationships.





Partnership with the National Park Service

Maintain a strong and trusted working relationship with the Park Superintendent and staff, grounded in an understanding that the Trust's core mission and purpose is to assist the Park.

Identify and advance funding opportunities that support National Park Service priorities, including interpretation and education, visitor services, collections care, and preservation.

Work fluently within the rules, regulations, and approval processes under which the Park operates, and translate them for donors and partners.

Advance any expanded operational role the Trust takes on within the Park, and represent Park philanthropy among peer Friends organizations nationally.

External Relations, Advocacy, and Communications

Serve as the Trust's spokesperson and most visible ambassador with donors, partners, media, government, and the public.

Build relationships with federal, Commonwealth, and City officials that promote understanding of and support for the Trust's mission and role.

In coordination with the Park, support opportunities to collaborate with cultural and educational institutions, community groups, visitor marketing organizations, and others to advance Park priorities and its commitment to a quality visitor experience.

Set the tone, style, and strategy of the Trust's communications and marketing, and guide its media response on key issues and opportunities, in close collaboration with the Park.

Financial Oversight and Operations

Develop the annual budget for board review and approval, ensure strong internal controls and timely reporting, and deliver approved financial results.

Build the financial infrastructure a growing organization needs as it takes on larger capital projects and a deeper role with the Park.

Ensure compliance with IRS regulations, accounting standards, grant requirements, and applicable law, including obligations tied to federal funding and agency agreements.

Steward endowment and invested funds with the appropriate board committee and strengthen revenue-generating opportunities that support healthy cash flow.

Oversee operations and administration with the Director of Operations and engage the volunteer corps that extends the Trust's capacity.



Desired Experience *and* *Competencies*

Independence Historical Trust seeks a seasoned executive who pairs fundraising results with political judgment and who is energized to lead an organization through a period of deliberate growth. The ideal candidate can close a major gift, brief a Superintendent, testify credibly before public officials, walk the Park with a volunteer, and be equally at home in each setting. They bring disciplined financial and operational judgment to a lean organization and the patience to build systems before scaling. They are politically astute without being political, and they are genuinely passionate about American history and public access to the places where it happened.

Baseline Qualifications

Ten or more years of progressive leadership experience in the nonprofit, public, or philanthropic sector, including five or more years in senior leadership or executive roles.

Demonstrated success securing major gifts and leading revenue growth across individual, corporate, foundation, and public funding.

Experience reporting to and partnering with a Board of Directors on governance, strategic planning, and committee work, including supporting directors in fundraising.

Strong financial and operational management experience, including budgeting, controls, audit oversight, and board-level financial reporting.

Excellent written and verbal communication skills, with the presence and credibility to represent an organization publicly to donors, officials, press, and community audiences.

Commitment to historic preservation, civic education, and public access. Familiarity with the National Park Service, particularly in an urban setting, is a plus, as is knowledge of the Philadelphia region.



Leadership and Growth

Ability to set a clear direction and translate it into priorities, plans, and decisions a small staff can carry out.

Experience leading an organization through a period of growth, scaling its staff, systems, and revenue alongside rising ambition.

Entrepreneurial judgment to identify opportunities, sequence them realistically, and decline the ones that do not serve the mission.

Comfort with both strategic leadership and hands-on execution, with sound instincts for risk, reputation, and the stewardship of long-held institutional trust.

Fundraising and Development

Track record of personally cultivating, soliciting, and closing significant gifts, and of leading campaigns of meaningful scale.

Ability to make a compelling case for philanthropic investment in public assets, and to leverage private dollars against major public commitments.

Experience building development infrastructure, including pipeline, systems, and stewardship practice, alongside development staff.

Experience mobilizing a board in fundraising, including boards whose giving culture is still being established, and converting moment-driven visibility into sustained support.

Partnership and Strategic Judgment

Exceptional relationship builder able to cultivate durable partnerships with government agencies, elected officials, peer nonprofits, funders, and community leaders.

Fluency in public-private partnership, including appropriations and public funding processes, grant compliance, and agency agreements.

Political touch and the ability to advocate effectively while preserving nonpartisan standing and the confidence of partners across the spectrum.

Track record as a convener who brings partners together around shared priorities and goals, with the discretion to handle sensitive relationships and information.

Organizational and Financial Management

Experience managing complex projects, including budget, schedule, and multi-party coordination.

Track record of building organizational capacity, systems, and infrastructure appropriate to a small staff and growing organization.

Working knowledge of public-private partnerships, project delivery, and government contracting.

Experience recruiting, developing, and retaining staff, and building a culture in which people grow and stay.

Compensation

This is a full-time, exempt, benefit-eligible position. The anticipated annual salary range is \$180,000 to \$220,000. The range provided is an estimate and will be evaluated on an individual basis, taking into consideration the candidate's knowledge, skills, abilities, experience, and education.

Independence Historical Trust offers a competitive benefits package, including:

- * Medical, dental, and vision coverage for the employee
- * 403(b) retirement plan with employer match, fully matched to 3% and half matched to 5%
- * Employer-paid life and disability insurance at no cost to the employee
- * 10 paid vacation days, 10 sick days, and 2 personal days annually
- * Professional development support for programs, seminars, workshops, and coursework that build job-related skills
- * \$50 monthly cell phone reimbursement

Location

The President & CEO works from the Trust's offices at Independence National Historical Park in Philadelphia's historic district. This position is not eligible for remote work.

The role requires consistent presence in the Park and the surrounding historic district, and the flexibility to attend evening and weekend events, including donor and fundraising events, the annual gala, public programming, and civic and commemorative occasions. Occasional regional and national travel is expected.

Philadelphia offers an exceptional quality of life. It is a large, affordable, and deeply historic city with a dense concentration of cultural and educational institutions, strong civic philanthropy, a walkable urban core, and immediate rail access to New York and Washington, D.C.

To Apply

Please visit potrerogroup.com/INHT and select "Apply Here." Applications should include a resume and a cover letter describing your qualifications that match the position criteria and what you will bring to the role.

Interested and qualified candidates should apply by **November 29, 2026**, for priority consideration. The position is open until filled.



Additional Information

More information on Independence Historical Trust can be found at inht.org.

For additional information regarding this opportunity, please contact Andrew Leider, Potrero Group Managing Director and Search Lead, at aleider@potrerogroup.com.

Equal Opportunity Employer

Independence Historical Trust is an equal opportunity employer. The Trust does not discriminate in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, or other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, or gender identity.



Potrero Group is honored to coordinate this search on behalf of Independence Historical Trust. We support innovative leaders and organizations making a difference in the world with strategic planning, facilitation, organizational development, and board and executive search services. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list or for more information, please visit PotreroGroup.com.