



POLK ARTS &
CULTURAL ALLIANCE
CHAMBER FOR THE ARTS

Executive Director | Polk County, Florida

The Opportunity

Polk Arts & Cultural Alliance (PACA) seeks a dynamic, relationship-centered Executive Director to lead the county's designated Local Arts Agency and to accelerate PACA's impact as a champion, connector, and advocate for arts and cultural organizations across Polk County. The Executive Director will adapt, strengthen, and diversify PACA's programs and partnerships—advancing the mission of *cultivating an environment for the arts to flourish through advocacy, collaboration, economic development, education, and promotion*—while ensuring strong execution of PACA's strategic plan, fiscal health, and day-to-day operations.

About Polk County

Located in the heart of Central Florida between Orlando and Tampa, Polk County offers an exceptional quality of life—and a compelling setting for arts and cultural leadership—with a robust arts and culture community and easy access to regional attractions and both Gulf and Atlantic beaches. The county is home to celebrated destinations ranging from LEGOLAND Florida Resort to historic cultural treasures such as Bok Tower Gardens, nationally recognized theaters, and 13 structures designed by Frank Lloyd Wright at Florida Southern College. With freshwater lakes, expansive parks, preserves, and trails, Polk County's natural beauty and outdoor recreation are integral to the community experience. Tourism is among Polk County's top industries and plays an important role in job creation, infrastructure investment, and the region's economic vitality.

Who We Are & What We Do

The Polk Arts & Cultural Alliance is a nonprofit affiliate organization that serves as the advocacy, promotion, and capacity-building hub for Polk County's arts and cultural sector. A fiscally sound organization governed by 14 active board members, an Executive Director, and an Arts Program and Marketing Coordinator, PACA markets Polk County as a "Destination for the Arts." PACA represents the county's arts and cultural interests with public and private partners, including agencies and governments, chambers of commerce, and the business community—at the local, state, and national levels.

PACA's work includes:

- Advocacy and sector leadership for a network of nonprofit arts organizations and community stakeholders
- Grantmaking and resource-sharing to strengthen organizational capacity and collaboration
- Marketing, communications, and public relations that elevate Polk County's cultural offerings (including PACA publications and digital channels)
- Partnerships that connect arts, education, economic development, and quality-of-life initiatives countywide

Position Responsibilities

- Serve as primary liaison to the Board of Directors and support strong governance partnership.
- Implement the vision and strategic direction of the organization, translating strategy into annual priorities and work plans.
- Serve as chief fundraiser; develop and implement a comprehensive fundraising plan to strengthen and diversify revenue.
- Facilitate grantmaking and other agency programs that support the arts and cultural sector.
- Oversee all financial activities in conjunction with the Treasurer; develop and manage the annual budget.
- Provide leadership and management of staff and operations, building an inclusive, high-performing organizational culture.
- Serve as liaison between local arts and cultural organizations and the broader community.
- Act as an effective spokesperson for PACA and the local arts and culture community.
- Connect and build relationships across arts and culture, government, corporate, and nonprofit partners to advance shared goals.

Candidate Profile

- Degree in arts management **or** comparable years of leadership experience in an arts, cultural, nonprofit, or community-serving organization.
- Strong written and verbal communication skills; comfortable presenting to boards, donors, elected officials, and community audiences.
- Demonstrated success in fundraising, sponsorship, grants, and relationship-based development.
- Proven leadership managing people, priorities, and budgets with accountability and transparency.
- Ability to articulate an organizational vision and translate it into practical, measurable action.
- Strong networking and partnership-building skills across diverse stakeholders.
- Comfort leveraging resources—technology, financial systems, and community relationships—to advance mission impact.

Compensation & How to Apply

Compensation will be competitive and commensurate with experience. PACA offers a flexible-hybrid work environment with varied hours and the opportunity to lead a visible, countywide organization with deep community partnerships. *Anticipated total compensation will be \$60,000 per year.*

To apply, please submit your application here:

[Executive Director Application – Polk Arts and Cultural Alliance – Fill out form](#)

Applications will be accepted until 5 p.m. May 17, 2026. In person interviews are anticipated to take place on June 16, 18, and 19, 2026 in Lakeland, Florida. The target start date for this position is September 1, 2026 but may start as early as August 1, 2026, depending upon availability.

Equal opportunity: PACA is an equal opportunity employer and encourages applications from candidates of all backgrounds.