

Position Profile

National Wrestling Hall of Fame & Museum

Position: Executive Director

Reports to: Board of Governors

Location: Stillwater, Oklahoma

Date: December 2025

INTRODUCTION TO THE NATIONAL WRESTLING HALL OF FAME

The National Wrestling Hall of Fame & Museum (NWHOF) is the preeminent institution dedicated to preserving the history of wrestling, celebrating its greatest contributors, and inspiring future generations to achieve excellence—on and off the mat. Founded in 1976 to recognize extraordinary achievement, the Hall honors athletes, coaches, officials, and contributors who embody the sport's core values of integrity, excellence, collaboration, and service.

Headquartered in Stillwater, Oklahoma, with the Dan Gable Museum in Waterloo, Iowa, and 36 state chapters nationwide, the NWHOF serves as both the historical heart and cultural ambassador of the sport. Its mission is threefold: to Preserve Wrestling's Legacy, Recognize Extraordinary Achievement, and Inspire the Next Generation.

As the sport continues to evolve, the Hall of Fame remains committed to expanding the visibility of wrestling, and ensuring that wrestling's timeless character developing lessons such of hard work, humility, and honor are shared with communities across the United States and the world.

THE OPPORTUNITY

The Board of Governors seeks a visionary and proven leader to serve as the next Executive Director. This individual will steward the institution's legacy while propelling it into a new era of innovation, growth, and impact.

The Executive Director will oversee all aspects of the organization's operations, including the Stillwater and Waterloo museums, state chapters, finances, staff, programs, and donor relations. The leader will be responsible for executing a forward-looking strategic plan, elevating the Hall's national visibility, expanding its donor base and endowment, and ensuring the sustainable growth of its physical and digital assets.

This is a once-in-a-generation leadership opportunity for a candidate who combines executive acumen, fundraising excellence, and a deep connection to wrestling's heritage and future.

PRIMARY RESPONSIBILITIES

Advance the Mission and Strategic Priorities

- Champion the NWHOF's vision, mission, and values across all programs and platforms.
- Develop and implement a dynamic strategic plan in collaboration with the Board and staff.
- Serve as the public face and chief spokesperson for the organization.
- Facilitate the recruitment, orientation, and engagement of Board of Governors members.
- Foster a culture of philanthropy, excellence, and service amongst staff and volunteers.

Lead Organizational Growth and Influence

- Elevate the Hall's visibility through marketing, partnerships, and public engagement.
- Strengthen relationships with wrestling organizations, universities, and global partners.
- Advocate nationally for the value of wrestling as a cultural, educational, and character-building sport.

Strengthen Operations and Team Leadership

- Supervise staff across both museum sites and the national network of chapters.
- Ensure effective management systems, software, and data integrity for fundraising and operations.
- Build and sustain a high-performing team with clear goals, accountability, and collaboration.
- Oversee museum operations, collections, exhibits, and programming.

Drive Fundraising and Financial Sustainability

- Lead annual fundraising efforts exceeding \$1 million, while expanding the endowment.
- Develop and execute capital and sponsorship campaigns.
- Cultivate major donors, corporate partners, and grant relationships.
- Ensure transparent fiscal management and reporting.
- Preserve and enhance the Hall's Legacy
- Oversee all procedural aspects of Hall of Fame inductions, ensuring integrity and excellence.
- Promote digital innovation—including archives, online exhibits, and virtual engagement.
- Lead master planning and potential facility expansion efforts.

QUALIFICATIONS AND EXPERIENCE

High-Value Tangibles

- Experience in executive nonprofit leadership—ideally with museum, athletics, or cultural experience.

- Success in fundraising (e.g. annual campaigns, endowment growth, and capital campaigns).
- Strong financial and administrative acumen, with experience managing complex budgets.
- Demonstrated success in strategic planning, organizational evaluation, and improvement implementation.
- Experience leading and developing staff and managing a multi-site operation.
- Effective collaboration with governing boards and committees.
- Deep connection to wrestling, with credibility and authenticity in the sport's community.

Desired Tangibles

- Familiarity in marketing, branding, and digital engagement.
- Experience expanding facilities, exhibits, or operational footprints.
- Knowledge in CRM and donor management systems (e.g., DonorPerfect).
- Experience managing grants and sponsorships.
- Effective communication and public speaking skills.

Preferred

- Knowledge of museum accreditation, collections, and preservation practices.
- Experience working with volunteers and state or regional networks.
- Bachelor's degree required; advanced degree preferred.

INTANGIBLE QUALITIES

Foundational Intangibles

- Integrity, humility, and accountability in all actions.
- Servant leadership that puts mission and people first.
- Deep respect for wrestling's legacy and culture.
- Resilience, adaptability, and decisiveness under pressure.

Leadership & Cultural Intangibles

- Collaborative and inclusive relationship builder.
- Visionary thinker who embraces innovation and modernization.
- Inspirational and empowering leader.
- Open-minded, creative, and culturally aware.

Communication & Advocacy Intangibles

- Compelling storyteller who elevates the Hall's message.
- Credible ambassador for wrestling nationally and globally.
- Strategic listener and diplomatic decision-maker.
- Charismatic networker who builds enduring partnerships.

COMPENSATION & BENEFITS

The compensation package is competitive and commensurate with experience, including health and retirement benefits, paid time off, and relocation assistance if applicable.

APPLICATION PROCESS

The National Wrestling Hall of Fame & Museum is partnering with JM Search to identify its next Executive Director.

All inquiries, nominations, and applications (including a résumé and letter of interest) should be submitted electronically to:

ExecSearch@NWHOF.org

Review of applications will begin immediately, with the new Executive Director expected to be in place by May 1, 2026.