



**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
*Division of Human Resource Management*  
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**MEMORANDUM**  
**HR#40-15**

August 5, 2015

**TO:** Personnel Commission Members  
Department Directors  
Division Administrators  
Agency Personnel Liaisons  
Agency Personnel Representatives  
Employee Representatives

**FROM:** Lee-Ann Easton, Administrator *Lee-Ann Easton*  
Division of Human Resource Management

**SUBJECT:** PROPOSED CLASSIFICATION CHANGES

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Attached are proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections regarding these changes, please send your written notification to Peter Long at [plong@admin.nv.gov](mailto:plong@admin.nv.gov) no later than September 04, 2015.

If no written objections are received in this office by September 04, 2015, action will be taken to effect the changes and a report will be made to the Personnel Commission.

Attachments

LE/tp

# NOTICE OF PROPOSED CLASSIFICATION CHANGES

**Number: Posting #1-16**  
**Posting Expires: September 04, 2015**

Per NRS 284.160, the Administrator may make a change in classification without the prior approval of the Commission. The following change(s) are proposed:

CURRENT				PROPOSED			
CODE	TITLE	GRADE	EEO-4	CODE	TITLE	GRADE	EE0-4
7.801	Museum Director III	41	A	<i>7.801</i>	<i>Museum Director III</i>	<i>41</i>	<i>A</i>
7.809	Museum Director II	39	A	<i>7.809</i>	<i>Museum Director II</i>	<i>39</i>	<i>A</i>
7.810	Museum Director I	37	A	<i>7.810</i>	<i>Museum Director I</i> <i>Options A: East Ely Railroad Depot Museum</i> <i>B: Nevada State Railroad Museum, Boulder City</i>	<i>37</i>	<i>A</i>

### ***Basis for Recommendation***

In conjunction with the Subject Matter Expert (SME) from the Nevada Division of Museums and History, Human Resource Management recommends revisions to the Museum Director series. The series and class concepts were revised to update and accurately describe the duties performed by incumbents in the Museum Director series. The minimum qualifications of the levels have been modified to expand and clarify the type of relevant and acceptable experience required. Furthermore, the knowledge, skills and abilities of the classes were updated accordingly.

In order to accommodate the separate and distinct duties, minimum qualifications and knowledge, skills and abilities required for positions classified as Museum Director I, options were created. Option A: East Ely Railroad Depot Museum, incumbents have the administrative responsibility for the railroad museum in Ely. The incumbent within Option B, Nevada State Railroad Museum, Boulder City, manages a fully-functional railroad museum in Boulder City, Nevada. The core dimension of the Boulder City museum is the operation of an historic or heritage train operating under the rules for the Federal Railroad Administration (FRA).

Museum Directors are responsible for the overall leadership, operation, planning, and management of a State museum in conformance with professionally accepted museum practices and standards for the management of collections held in the public trust and interpretation of those collections through research, exhibitions, education and public programs. Incumbents oversee the acquisition, preservation, accession/deaccession, conservation, use and public access to collections including exhibition, visitor engagement, and education programs at one of the facilities within the statewide museum system; ensure the safety, stewardship, and security of the collections held in the public trust, by providing for appropriate and timely facility maintenance and improvements including the building interior and exterior, ventilation, temperature and humidity, dust control, anti-theft, and other measures in coordination with other departments and outside contractors; provide for public relations and audience development/advocacy involving the public in the work of the museum, conducting visitor surveys, and serving as a resource to the community/region/State through service on boards, commissions and civic committees, and through communication and partnership with other public and cultural entities in the State. They also negotiate and consult with other institutions, departments, individuals or corporations within the State and elsewhere regarding the exhibition of artifacts and specimens including the terms, costs, manner, time, place, extent, and return of the items; ensure that the development of all new exhibits and programs addresses and meets current best practices with respect to barrier-free and equal access for all groups; manage institutional budget and funds to ensure compliance with all fiscal management requirements; and provide leadership to staff and volunteers and develop a collaborative work environment conducive to teamwork. In addition, they develop long-range and annual plans for the assigned institution, and prepare periodic reports and statistics.

7.803 – *Museum Director III, Grade 41*: Under general administrative direction, in addition to performing all of the duties described in the series concept, incumbents manage a museum consisting of multiple subject areas or multiple locations. Subjects may consist of, but are not limited to, history, natural history, and anthropology. Collections consist of a wide range of folk and fine arts, to artistic, literary or industrial value or interest by reason of rarity, representative character or otherwise.

7.809 – *Museum Director II, Grade 39*: Under administrative direction, incumbents perform the duties described in the series concept and manage a museum which is focused around a particular subject, but may include a smaller collection of items relating to other subject areas.

7.810 – *Museum Director I, Grade 37*: Under general direction, incumbents perform the full range of duties described in the series concept. Incumbents are frequently involved in the operational, curatorial, exhibition and education activities of the museum due to the small number of staff and overall organizational structure.

Human Resource Management worked closely with the SME from the Nevada Division of Museums and History and they support these changes.

*Note: Changes, additions and/or deletions on the class specification are noted in red.*

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The formal recommendations and specifications are on file with the Division Administrator, Human Resource Management. To view a copy in Carson City, go to 209 East Musser Street, Room 101; in Las Vegas, go to 555 East Washington Avenue, Room 1400. For more information call (775) 684-0130.

**Objections to the proposed change(s) must be received in writing by September 04, 2015.** Objections should be addressed to Peter Long, Deputy Division Administrator, Compensation, Classification and Recruitment, Section of the Division of Human Resource Management, 209 East Musser Street, Room 101, Carson City, Nevada 89701-4204.

**POSTING DATE: August 05, 2015**



**STATE OF NEVADA**  
**Department of Administration**  
**Division of Human Resource Management**

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**CLASS SPECIFICATION**

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
MUSEUM DIRECTOR III	41	A	7.801
MUSEUM DIRECTOR II	39	A	7.809
MUSEUM DIRECTOR I	37	A	7.810

***OPTIONS A: EAST ELY RAILROAD DEPOT MUSEUM***  
***B: NEVADA STATE RAILROAD MUSEUM,***  
***BOULDER CITY***

**SERIES CONCEPT**

Museum Directors are responsible for the overall leadership, operation, planning, and management of a State museum in conformance with professionally accepted museum practices and standards for the management of collections held in the public trust and interpretation of those collections through ***research***, exhibitions, ~~and~~ education, ***and public programs***.

Oversee the ***acquisition***, preservation, accession/deaccession, conservation, use and public access to collections including exhibition, ***visitor engagement***, and education programs at one of the facilities within the statewide museum system.

Ensure the safety, ***stewardship***, and security of the collections held in the public trust, by providing for appropriate and timely facility maintenance and improvements including the building interior and exterior, ventilation, ***temperature and humidity***, dust control, anti-theft, and other measures in coordination with other departments and outside contractors.

Provide for public relations and audience development/advocacy involving the public in the work of the museum, conducting visitor surveys, and serving as a resource to the community/region/State through service on boards, commissions and civic committees, and through communication and partnership with other public and cultural entities in the State.

Negotiate and consult with other institutions, departments, individuals or corporations within the State and elsewhere regarding the exhibition of artifacts and specimens including the terms, costs, manner, time, place, extent, and return of the items.

***Ensure that the development of all new exhibits and programs addresses and meets current best practices with respect to barrier-free and equal access for all groups.***

Plan, organize, develop and implement external fundraising, including grant writing and administration, membership development, and gift solicitation activities in support of programs and projects of the museum including, but not limited to, meeting with specific individuals and corporate financial donors, researching granting agencies, and hosting fundraising events.

Manage institutional budget and funds to ensure compliance with all fiscal management requirements including ongoing monitoring of expenditures and making adjustments as necessary in line with actual receipt of revenues; conduct initial review of bills, claims, and accounts to ensure compliance with State accounting procedures and contract requirements; commit funds for expenditure; review internal accounting documents to ensure compliance with State fiscal management regulations and policies.

<b>MUSEUM DIRECTOR III</b>	<b>41</b>	<b>A</b>	<b>7.801</b>
<b>MUSEUM DIRECTOR II</b>	<b>39</b>	<b>A</b>	<b>7.809</b>
<b>MUSEUM DIRECTOR I - <i>OPTIONS</i></b>	<b>37</b>	<b>A</b>	<b>7.810</b>

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**SERIES CONCEPT (cont'd)**

Provide leadership to staff and volunteers and develop a collaborative work environment conducive to teamwork; recommend the selection of staff; supervise and evaluate the performance of professional, technical, and support staff and volunteers; provide coaching and discipline as appropriate.

Develop long-range and annual plans for the assigned institution, including major program activities for staff and volunteer management, collections *development and* management, exhibition development, *barrier-free equal access for all*, educational programs and evaluation, *audience development and diversity*, promotion/marketing, facility management, and security; submit draft changes to the institutional mission statement and policies and procedures to the Administrator; prepare periodic reports and statistics.

Perform related duties as assigned.

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**CLASS CONCEPTS**

**Museum Director III:** Under general administrative direction, in addition to performing all of the duties described in the series concept, incumbents manage a museum consisting of multiple subject areas *or multiple locations*. Subjects may consist of, but are not limited to, history, natural history, and anthropology. Collections consist of a wide range of folk and fine arts, sciences and industries, relics, memorabilia, products, records, rare and valuable articles and objects, including items such as drawings, etchings, lithographs, photographs, paintings, *maps*, statuary, sculpture, fabrics, furniture, implements, machines, minerals, metals, soils, gems and stones, books, papers, records and documents of historical, scientific, anthropological, artistic, literary or industrial value or interest by reason of rarity, representative character or otherwise.

Museum Director III is distinguished from Museum Director II by responsibility for a diverse collection representing multiple subject areas *or multiple locations*. Museum Director III's typically have a larger professional staff possessing expertise in a variety of areas and disciplines and who respond to a significantly larger number of research inquiries; manage a budget which is typically larger than at the lower levels of the series; and perform duties which are more administrative and managerial in nature.

**Museum Director II:** Under administrative direction, incumbents perform the duties described in the series concept and manage a museum which is focused around a particular subject, but may include a smaller collection of items relating to other subject areas.

Museum Director II is distinguished from Museum Director I by the organizational size and structure, including a larger number of professional and technical staff responsible for the curatorial and restoration activities of the museum's collection. Museum Director II's are involved in the daily operational activities of the museum, but spend less time dedicated to these activities than Museum Director I's due to the additional professional and technical staff which are available to carry out these duties.

**Museum Director I:** Under general direction, incumbents *[either]* perform the full range of duties described in the series concept. Incumbents *are frequently involved in the operational, curatorial, exhibition and education activities of the museum due to the small number of staff and overall organizational structure.*

**OPTION A: East Ely Railroad Depot Museum:** *Incumbents have* administrative responsibility for *[a] the railroad museum in Ely*, which is focused around a particular subject, but may include a smaller collection of items relating to other subject areas.

**OPTION B: Nevada State Railroad Museum, Boulder City:** *Incumbents manage the fully-functional railroad museum in Boulder City, Nevada. The core public dimension of the Boulder City museum is the operation of an historic or heritage train, which operates under the rules of the Federal Railroad Administration (FRA).*

MUSEUM DIRECTOR III	41	A	7.801
MUSEUM DIRECTOR II	39	A	7.809
MUSEUM DIRECTOR I - <i>OPTIONS</i>	37	A	7.810

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~~[Museum Directors at this level are frequently involved in the operational, curatorial, exhibition and education activities of the museum due to the small number of staff and overall organizational structure.]~~

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### MINIMUM QUALIFICATIONS

#### INFORMATIONAL NOTE:

*\* For Museum Director I, Option B, the incumbent is required to obtain FRA Certification as a train conductor, operating supervisor or locomotive engineer, within 12 months of employment. Certification must be maintained as a condition of continuing employment.*

#### MUSEUM DIRECTOR III

EDUCATION AND EXPERIENCE: Master's degree from an accredited college or university in museum studies, public history, anthropology, history, art, or related field and five years of progressively responsible museum management experience which included developing and implementing marketing, publicity, merchandi[z]sing, public relations, *collections development and management*, [and] audience development strategies, and preparing and implementing long-range plans, setting goals, and assessing outcomes in a museum environment [and]. [t]Two years of *this experience must have included* supervising museum volunteers or staff; **OR** one year as a Museum Director II in Nevada State service; **OR** an equivalent combination of experience or education above the [b] Bachelor's degree level.

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

**Detailed knowledge of:** professionally accepted museum standards of care and practices for the interpretation and management of collections held in the public trust. **Ability to:** prepare and implement long-range plans, set goals, and assess outcomes in a large and complex museum environment; coordinate a variety of fiscal and human resources to accomplish the mission of the institution; promote consensus-building and teamwork among a large and diverse professional and technical staff; develop and administer an institution's budget; develop and implement marketing, publicity, and public *programming and* outreach plans *that meet the current standards for equal access for all* including staging and managing large public events; develop and effectively implement fundraising and other income producing initiatives; *and all knowledge, skills and abilities required at the lower levels.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

**Working knowledge of:** department policies and procedures; State budgeting and purchasing processes.

#### MUSEUM DIRECTOR II

EDUCATION AND EXPERIENCE: Master's degree from an accredited college or university in museum studies, public history, anthropology, history, art, or related field and four years of progressively responsible professional experience in a museum [setting;]. [t] Two years of [which] *this experience must have* included management of museum marketing, *interpretive programs and development of exhibits*, publicity, merchandi[z]sing, public relations and audience development strategies for a nonprofit or for-profit organization., and two years of supervising museum volunteers or staff; **OR** one year as a Museum Director I in Nevada State service; **OR** an equivalent combination of experience or education above the [b] Bachelor's degree level.

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MUSEUM DIRECTOR I - <i>OPTIONS</i>	37	A	7.810

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### MINIMUM QUALIFICATIONS (cont'd)

#### MUSEUM DIRECTOR II (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

**Working knowledge of:** museum management practices including planning, goal management, and computer applications; *fundamentals of anthropology, geology and paleontology*; administration and interpretation of historical properties including historic/prehistoric site surveys, historic preservation research and restoration, conservation techniques, and the establishment and attainment of interpretive objectives *to include access for all groups including those with special needs*; marketing, publicity, merchandising, public relations and audience development approaches; museum fundraising methods and strategies; budget development techniques and tracking and reporting requirements for a governmental, nonprofit organization or other similar entity. **General knowledge of:** *basic natural sciences, arts and humanities, and behavioral and social sciences*. **Ability to:** effectively justify budgetary requirements and maintain fiscal responsibility of an assigned budget; communicate orally where negotiation techniques are used or where cultural sensitivity is required; *and all knowledge, skills and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):  
(*These are identical to the Entry Level Knowledge, Skills and Abilities required for Museum Director III.*)

#### MUSEUM DIRECTOR I

##### *OPTION A: EAST ELY RAILROAD DEPOT MUSEUM*

EDUCATION AND EXPERIENCE: Master's degree from an accredited college or university in museum studies, public history, anthropology, history, art, or related field and three years of progressively responsible professional experience in a museum [setting] which included supervision of volunteers or staff and working with the public in a large program area; **OR** *Bachelor's degree from an accredited college or university in museum studies, public history, anthropology, history, art, or related field and four years of progressively responsible professional experience in a museum which included supervision of volunteers or staff and working with the public in a large program area; OR* an equivalent combination of education and experience.

##### *OPTION B: NEVADA STATE RAILROAD MUSEUM, BOULDER CITY*

**EDUCATION AND EXPERIENCE:** *Master's degree from an accredited college or university in museum studies, public history, anthropology, history, art, or related field and three years of progressively responsible professional experience in a museum which included supervision of volunteers or staff and working with the public in a large program area; OR Bachelor's degree from an accredited college or university in museum studies, public history, anthropology, history, art, or related field and four years of progressively responsible professional experience in a museum which included supervision of volunteers or staff and working with the public in a large program area. Experience must have included repairing, managing or operating large historic transportation objects such as buses, trucks, boats or planes in a museum setting; OR certification from the Federal Railroad Administration as a train conductor, operating supervisor or locomotive engineer and four years of experience in railroad operations obtained either on a freight railroad, on a tourist railroad, or at a transportation museum. Experience must have included supervision of volunteers or staff working with the public in a large program area; OR an equivalent combination of education and experience.*

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

##### *OPTION A:*

*Working knowledge of: current legal issues involving collections and cultural resources.*

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MUSEUM DIRECTOR I - <i>OPTIONS</i>	37	A	7.810

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**MINIMUM QUALIFICATIONS (cont'd)**

**MUSEUM DIRECTOR I (cont'd)**

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

**BOTH OPTIONS:**

**Detailed knowledge of:** facilities management including maintenance and security. **Working knowledge of:** long-range plan development, goal setting, and outcome assessment; collections management theory and practices including the administration, handling, conservation/preservation, recording, interpretation, and research of museum collections; planning, coordination, design and fabrication of museum exhibits for temporary and permanent exhibition and alternative spaces; theory, strategies, practices and evaluation of interpretative programs and activities in a museum environment with emphasis on interpretation of collections through a variety of media including exhibits, public programs and publications; professional ethics and standards of museum management and related subject areas; elements of supervision including staff selection, training, and performance evaluation; volunteer recruitment, training, evaluation, and general management; ~~current legal issues involving collections and cultural resources;~~ math calculations and statistical reporting; reasoning and critical thinking; fundamentals of museum studies, ~~anthropology;~~ history, public history ~~;~~ **and** historic preservation ~~;~~ ~~geology, and paleontology~~; historic or scientific research methods; Western prehistory or history and cultural landscapes. **General knowledge of:** governance of museums including legal and organizational structure, trustees and boards of directors; administrative and management practices including planning and goal management, finance, development, and computer applications; administration and interpretation of historical properties including historic/prehistoric site surveys, historic preservation research and restoration, conservation techniques, and the establishment and attainment of interpretive objectives; professionally accepted museum standards of care and practices for the interpretation and management of collections held in the public trust; ~~basic natural sciences, arts and humanities, and behavioral and social sciences;~~ marketing, publicity, merchandising, public relations and audience development approaches; museum fundraising methods and strategies. **Ability to:** administer and manage collections and exhibitions at museums and related institutions; negotiate, network, and team-build; write grant requests and reporting documentation; analyze and solve problems; communicate with others, both orally and in writing; coordinate a variety of fiscal and human resources to implement a program; develop and implement policies, procedures, plans, goals and objectives; develop, summarize, and analyze statistical data; monitor budgets including prioritizing spending and recommending cost reductions; provide leadership and build cooperative relationships with a variety of publics and diverse audiences in the community.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

**BOTH OPTIONS:**

*(These are identical to the Entry Level Knowledge, Skills and Abilities required for Museum Director II.)*

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>7.801</u>	<u>7.809</u>	<u>7.810</u>
ESTABLISHED:	12/24/97UC	7/5/02UC	7/5/02UC
REVISED:	7/5/02UC		
REVISED:	9/17/02UC	9/17/02UC	9/17/02UC
<b>REVISED:</b>	<b>9/4/15PC</b>	<b>9/4/15PC</b>	<b>9/4/15PC</b>