

WE'RE HIRING

Position: National Director of Narrative & Culture

Reports to: Chief Operating Officer

Status: Full-time, Exempt, Hybrid/Remote with regular travel as needed related to job duties.

Compensation: \$125,000 - \$135,000 annually, plus benefits package

Everyday Democracy seeks dialogue practitioner and visionary program leader to assume the role of National Director of Narrative & Culture. This newly established position will oversee the development and execution of our dialogue Truth, Reckoning and Repair, and Arts and Democracy initiatives. We require an adept leader who can design and implement programs that champion truth-telling, healing, community transformation, and artistic engagement in the promotion of democratic principles and practices. The mandate of the National Director of Narrative & Culture is to steward programs that lead communities towards becoming multiracial, intergenerational, and interdependent democracies.

About us

Everyday Democracy is a national dialogue and pro-democracy organization supporting people and institutions in building racially just, inclusive communities for an equitable democracy. We are expanding a model of community engagement where everyone has not just a seat, but a voice, access, and power at the table. We believe democracy is both a principle and a practice. Join us as we work with communities to build civic infrastructure for equitable community-led solutions where everyone can thrive.

What you'll do at Everyday Democracy

Program Management and Oversight

- Design and develop innovative dialogue initiatives focusing on Truth, Reckoning, and Repair frameworks and Arts and Democracy programs including the creation of curricula, toolkits, and related materials.
- Identify and nurture partnerships with communities, artists, institutions, and activists to support the growth and impact of the work on a national level.
- Oversee and build community partnerships for the integration of various artistic forms (visual arts, performing arts, storytelling) into impactful civic program initiatives.
- Develop projects that engage complex historical narratives to build a more inclusive story of our democracy.
- Work in close partnership with the Advancement team on fundraising, including articulating programmatic vision, nurturing relationships, and connecting donors to Everyday Democracy programs.

- Maintain program quality standards through ongoing assessment and continuous improvement to meet community needs and organizational goals.
- Develop and monitor annual workplan and implementation to ensure operational fidelity to achieve annual goals.
- Monitor and track all aspects of program performance including ensuring deliverables and outcomes are met; fiscal adherence; and communicate program success and vision for external audiences.
- Facilitate and train community and staff members related to civic dialogues; truth, reckoning and repair; and other forms of arts and narrative engagement.

Leadership

- Partner with leadership team to build strong organizational culture of collaboration and accountability.
- Represent Everyday Democracy at relevant meetings, conferences, networks, and events.
- Other duties as assigned.

Requirements

- Knowledge of and practical application of dialogical approaches and conflict resolution methods within a US context.
- Bachelor's degree required.
- 7 years of work experience leading teams and managing complex and dynamic projects simultaneously while holding organizational change.
- Exceptional training and facilitation skills
- Proven track record of identifying, developing, and maintaining strategic relationships and partnerships with communities and municipalities on a national level.
- Excellent interpersonal, verbal and writing skills.
- Experience with progressive management and leadership skills
- Comfortable working remotely and using online platforms as required.
- Bilingual preferred.

To Apply

Please send a cover letter and resume to jobs@everyday-democracy.org

Everyday Democracy is an EO Employer-MF/Veteran/Disability. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, or any other protected class. Everyday Democracy will endeavor to provide reasonable accommodation to a qualified applicant with a disability unless the accommodation would impose an undue hardship on the operation of our business. If you believe you require such assistance to complete this form or to participate in an interview, please contact us at jobs@everyday-democracy.org or via phone at 860-928-2616. Disclaimer: The above statements are intended to describe the general nature and level of the work to be performed by the specified position. The statements are not intended to be an exhaustive list of all possible duties, tasks, and responsibilities. Management reserves the right to amend and change responsibilities to meet organizational needs as necessary. Applicants are encouraged to confirm the information listed above with Everyday Democracy prior to releasing any extensive personal information to the organization. Please direct questions to jobs@everyday-democracy.org.