



Position: National Director of Narrative & Culture

Reports to: Chief Operating Officer

Status: Full-time, Exempt, Remote with travel to partner sites around the country as needed and to in-person staff convenings. Strong preference given to candidates in the Northeast (NYC, CT a plus).

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

Everyday Democracy seeks dialogue practitioner and visionary program leader to 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 a just, inclusive multiracial democracy. We are committed to a community engagement model where everyone has a voice, access, and power in their communities. 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 implement innovative dialogue initiatives: Truth, Reckoning, and Repair and Arts and Democracy programs.
- Develop curricula, toolkits and related program materials for youth and adult audiences.
- Lead workshops training sessions on using civic dialogues, Truth, Reckoning, and Repair practices, and other arts-based approaches.
- Foster and manage partnerships with institutions such as museums, libraries, and historical societies to expand the reach and impact of the initiatives.
- Cultivate collaborative projects among cultural and civic institutions to enhance program impact and community engagement.
- Integrate diverse artistic forms (visual arts, performing arts, storytelling) into impactful civic programming.
- Develop projects that engage complex historical narratives to create a more inclusive and comprehensive story of democracy.
- Collaborate closely with the Advancement team on fundraising efforts, including articulating programmatic vision, building donor relationships, and connecting supporters to Everyday Democracy programs.
- Ensure program quality through continuous assessment and improvements to align with community needs and organizational objectives.
- Develop and monitor annual work plans to maintain operational fidelity and achieve goals.
- Track and analyze program performance, including impact metrics, deliverables, and fiscal adherence, while effectively communicating success and vision to external audiences.

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

- Bachelor's degree required.
- 7 years of work experience leading teams and managing complex and dynamic projects simultaneously.
- Knowledge of and practical application of dialogical approaches and conflict resolution methods within a US context.
- Proven ability to design curricula and develop innovative programs.
- Extensive knowledge of civic engagement, democratic processes, and community building.
- Strong track record of training and group facilitation.
- Deep experience identifying, developing, and maintaining strategic relationships and partnerships on a national level.
- Excellent interpersonal, verbal and writing skills.
- Experience leading teams utilizing progressive management strategies
- Comfortable working remotely and using online platforms as required.
- Ability to travel and work in person as needed.
- Ability to work evenings and weekends as required for program delivery.
- 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 make a 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. 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.