

Position Profile



Director of Programs and Innovation

THE ORGANIZATION

Founded in 1999, Cool Culture is a New York City based nonprofit that seeks to amplify the voices of families and strengthen the power of historically marginalized communities through engagement with art and culture, both within cultural institutions and beyond. The organization partners with 50,000 diverse families, more than 400 early childhood centers and Title I schools, and 90 cultural institutions in New York City. Cool Culture encourages community members to use arts and culture to celebrate their cultural heritage and creativity and connect and build community in an increasingly complex world. We are building a movement of individuals and organizations committed to providing a more equitable future for families, tomorrow's artists, art lovers, activists, and communities.

Cool Culture programs operate at the citywide and neighborhood level. We support a network of families, educators, administrators, museum professionals, and artists in cultivating community, storytelling, relationship building, healing, and activism through arts and culture. We believe the exchange of diverse individual stories provides a larger narrative for addressing systemic inequities. We are invested in finding innovative ways to connect with and engage the 50,000 families who partner with us as collaborators in the quest to bring the human right of art and expression to every community.

ABOUT THE ROLE

The Director of Programs and Innovation leads the Program Team in visioning, developing, facilitating, and assessing our citywide and neighborhood initiatives. Adept at working with people from diverse settings while centering BIPOC families, the Director of Programs and Innovation is a transdisciplinary practitioner with experience in all aspects of programming from program and curriculum design, to evaluation and learning, team building and management, development and budgeting. The Program Team is growing and the Director of Program and Innovation will lead five full time staff while focusing on its expansion in the coming fiscal year. The person in this position collaborates with the entire Program Team, but works most closely with the Director, CityWide Initiatives and the Assistant Director, Program & Curriculum Development. They also collaborate with the Executive Director and the Directors of the Communications and Development Teams, and are the staff liaison for the Board of Directors' Program Committee.

Location: Currently remote due to COVID restrictions, offices are at 80 Hanson Place, Suite 605 Brooklyn, NY 11217

RESPONSIBILITIES

Specific responsibilities are:

- Has oversight of the design, implementation and facilitation of programs and curriculum that amplifies the voices and activism of families, builds authentic relationships and strategic alliances, and strengthens communities;
- Stays abreast of current issues, partner interests, pedagogy, and policies salient to the organization's mission and which inform program activities;
- Guides Program Team staff development by identifying opportunities for knowledge and skill-building that will enhance their practices and analysis;
- Manages research and evaluation activities to ensure clear, integration and assessment of goals and objectives as part of sustaining our work;
- Makes sure infrastructure and management systems are in place, are effective and are nimble enough to adapt to change;
- Develops the Program budget in collaboration with the team and monitors expenditures; Collaborates on the integration of Cool Culture's ethos and the coherence of activities across departments with other Directors
- Liaises with the chair of the Program Committee, a board entity that serves as a thought-partner to the department.

Necessary experience and skills include at least 10-12 years experience effectively:

- Leading the design, facilitation, assessment, and sustainability of social justice educational programming for young children, their adult caregivers and educators aligned to clear goals and objectives
- Implementing systems that support the development and monitoring of multiple projects and is adaptable to shifting needs
- Managing a highly collaborative team and cultivating shared commitments while being attentive to the working styles and needs of individual members
- Identifying and facilitating staff development opportunities that includes collective and individualized approaches

- Building authentic ongoing relationships with varied partners to identify, enact and achieve common goals
- Working collaboratively and being genuinely open to learning and feedback

Other core attributes are:

- A deeply formed equity analysis that includes knowledge of their personal privileges and areas for growth
- Experience meeting the needs and preferences of people living with disabilities is a plus
- A visionary thinker who is attentive to details
- Strong oral and written communication skills
- Proficiency/fluency in Spanish, Haitian Creole, Chinese, or ASL is a plus
- A Master's degree or equivalent experience
- Excellent knowledge of NYC's art/cultural (trends, best practices, activism) and political landscapes
- Firsthand experience as an artist, cultural worker or community organizer is a plus.
- Excellent command of Microsoft Office and Google Apps
- Familiarity with Salesforce, Canva, Adobe suite or other design software is a plus.

COMPENSATION

Compensation is commensurate with experience. Salary range: \$100k-\$120k per year.

This is not necessarily an exhaustive list of all responsibilities, skills, duties, requirements, efforts or expectations associated with the job. While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job or to require that other or different tasks be performed when circumstances change, e.g., emergencies, changes in personnel, work load, rush jobs, special projects, technological developments, etc.

Cool Culture has a mission-driven commitment to principles of equity and diversity, is an Equal Opportunity Employer, and does not discriminate on the basis of race, creed, color, gender/ gender identity/ gender expression, age, ethnicity, national origin, sexual orientation, religion, HIV serostatus, disability, or marital status. BIPOC folk, womxn, immigrants, LGBTQ+, and members of other historically marginalized groups are strongly encouraged to apply.

MRW Consulting Group International (www.mrwconsulting.com) has been retained by the Cool Culture to conduct this search. All correspondence will remain confidential. MRWCGI affirms, without reservation, the principles of equal opportunity in employment. We will not discriminate against qualified candidates for any unlawful reasons, including race, religion, gender, national origin, age or disability. We expect our clients to comply with nondiscrimination policies and practices.

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