



Job Announcement: Director, Convergence Dialogue on Reimagining Care for Older Adults

Position Overview

Convergence Center for Policy Resolution (Convergence) seeks a strategic, detail-oriented, and passionate leader in the area of long-term care to oversee Convergence's new Dialogue on Reimagining Care for Older Adults. The Director will develop and execute project strategy; manage budget, performance measures, and project timeline; cultivate relationships with dialogue participants, stakeholders, consultants, project associates, and others; manage a "dialogue leading to action" with high level influencers and policy thinkers about long-term care; facilitate the creation and implementation of solutions; and advance the project through fundraising.

About Convergence

Founded in 2009, Convergence is a 501(c)3 nonprofit organization that convenes people and groups with divergent views to build trust, identify solutions, and form alliances for action on critical national issues. We achieve this through structured, facilitated dialogue and long-term relationship building. Through proactive, nonpartisan engagement of influential individuals and organizations, our work demonstrates that trust, and compromise can shift the focus from winning the debate to collectively seeking solutions. Convergence staff is concentrated in the Washington, DC and San Francisco, CA areas. For more information about Convergence and our process, visit: www.convergencepolicy.org.

The Opportunity – Convergence Dialogue on Reimagining Care for Older Adults

Convergence is undertaking a newly funded Convergence Dialogue on Reimagining Care for Older Adults to achieve policy/practice breakthroughs across different and often competing visions of care for older adults, including nursing home care, residential care, home and community-based services and more. Today's system of care for older adults, especially the high dependency on nursing homes and on poorly paid and trained caregivers, is widely challenged. But, transforming to a better structure of nursing homes, assisted living, and home and community-based services requires both honing the best ideas to replace the structure and clearing a consensus-based pathway to reform federal and state policy and changing the institutional business model and practices.

To forge that pathway, Convergence will convene a group of key stakeholders, ranging from nursing home operators, home and community-based service providers, representatives of the caregiving workforce to visionaries on aging, spokespersons for older adults and others. Over a 15-month process, Convergence will function as a guiding "honest broker," building trust and uncovering areas of agreement, and helping the group design consensus proposals for policy and practice breakthroughs. The project will have three stages: an assessment, including a series of interviews with key stakeholders; the dialogue itself, which will build the relationships and generate the new ideas and opportunities for consensus; and an action phase, in which the group actually frames its consensus recommendations and forms an unlikely alliance to advocate their adoption. Throughout this project, Convergence will collaborate with others who are also exploring reforms of the care system to reinforce and enhance each other's work.

The Opportunity – Who We're Looking For

Convergence seeks a person who combines strong entrepreneurial, managerial and people skills with a commitment to the organization's mission of problem-solving through collaborative dialogue across differences. Strong familiarity with the issues pertaining to the care of older adults will be essential, along with a strong understanding of the stakeholder community. Successfully directing our projects requires dynamic leadership, adaptability, problem-solving effectiveness, and excellent communications, interpersonal and diplomatic capabilities. Comfort working in a strictly nonpartisan and neutral manner with people of diverse, and often conflicting, points of view is also critical.

Principal Duties and Responsibilities

With support from Convergence leadership, an outside facilitator, staff assistance and Convergence's well-honed methodology, the Director will design the Convergence Dialogue and move participants through the three-staged process described in 'The Opportunity' above.

- Oversee project team and budget; coach, develop, and mentor staff and interns; coordinate with other Convergence departments; and collaborate with the project facilitator and Convergence leadership.
- Design and implement project strategy and process.
- Identify, engage, and win the trust of dialogue participants and other stakeholders and advisors who will be involved in the project.
- Oversee planning and execution of group meetings and engagements with participants and others in between meetings.
- Coordinate with Convergence's Communications Department: support communications initiatives to highlight relevant research, group finding and perspectives and emerging consensus, likely including articles and op-eds, public speaking, webinars and other venues/vehicles, as well as production and distribution of the final report on the consensus proposals. Also support outreach to non-participant stakeholders of the issue to build enthusiasm for the process and anticipation for the ultimate consensus recommendations.
- Coordinate with Convergence's Development Department: support ongoing fundraising-related activity for the project, including work on donor identification, cultivation, solicitation and stewardship and on drafting proposals and reports.
- Build alliances and partnerships through networking and attending/presenting at conferences while acting as project ambassador.
- Participate as a member of the Convergence Senior Staff, helping establish strategy and address key enterprise-level questions and issues.
- Other duties as assigned or required.

Supervision Received

General supervision by Convergence President/CEO.

Supervision Exercised

Supervises an employee (Associate-level or higher) plus interns to support the project in addition to supervising and coordinating with a professional facilitator and other outside consultants as needed.

Partnership with Colleagues

Works in close partnership with other leaders on the Senior Team and, especially, with fellow directors of Convergence Dialogues. Serve as client and partner to Convergence's teams for Communications, Development, and Finance & Administration.

Qualifications & Skills

Required:

- Graduate degree (preferably in law, public policy or related fields) or comparable professional credentials or experience
- Demonstrated knowledge and experience in the policy area of care of older adults, as well as familiarity with professional connections with organizations and entities in this arena
- 10 years full-time working experience or equivalent, of which at least 5 years are relevant or transferable experience
- 5 years experience or equivalent managing large-scale projects and supervising other employees.
- Exceptional decision-making and creative problem-solving skills and excellent political judgment
- Experience managing complex and diverse groups of leaders
- Ability to be nonpartisan/neutral and to welcome and honor all points of view
- Strong communication skills, including interviewing, synthesizing, writing, and public speaking – with an emphasis on clarity, brevity and persuasiveness

- Flexibility, resilience and the ability to adjust strategy based on circumstances

Preferred:

- Extensive professional connections with individuals at key organizations and entities in the policy arena of care of older adults
- Strong skills and experience in professional cross-divide work (e.g., mediation, facilitation, conflict resolution, relationship-building, coalition management, etc.)

Work and Location: This position will be remote for the foreseeable future. Some preference may be given to candidates based in Washington, DC.

To Apply:

Email your application to jobs@convergencepolicy.org with “Director, Care of Older Adults” in the subject line. Applications should include: (1) a resume, (2) a tailored cover letter indicating your relevant experience and specific interest in the position, and (3) a writing sample. Applications without a cover letter will not be considered. Please indicate where you saw the job announcement in the body of your email. Position available immediately. Applications will be reviewed on a rolling basis. No phone calls please.

Convergence values a diverse workplace and strongly encourages women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. Convergence is an equal opportunity employer. Hiring decisions are made without consideration of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.