



Job Announcement: Director, Programs

Convergence Center for Policy Resolution (Convergence) seeks a full-time Director, Programs in support of Convergence's mission to "build trust and bridge divides to solve critical issues and strengthen democracy and society." Reporting to and with support from the Chief Program Officer, the Director will lead the development, piloting and scaling of mostly new programming to inspire, equip and mobilize leaders across society to embrace bridgebuilding and collaborative problem-solving approaches to solve divisive issues and address toxic polarization within their communities. The programming the Director will seek to normalize bridgebuilding skills and collaborative mindsets in the places where Americans live, work, worship, learn, play and serve.

Responsibilities

- Develop an overall strategy for and project management of the portfolio of programs seeking applying Convergence's methodology to inspire and equip leaders to effectively employ bridgebuilding and collaborative approaches to their institutions and communities.
- Prioritize Convergence's Leadership Development Program, developing curriculum, modules, materials and other assets for online and in person training sessions with organizational and sectoral leaders.
- Develop a strategy for integration of in-person, webinar and asynchronous online capacity development.
- Develop toolkits for collaborative problem solving and other bridgebuilding approaches.
- Provide customized, highly experiential, and engaging training sessions.
- Develop a strategy for dissemination and building demand for leadership development programming.
- Develop, over time, a strategy for incorporating fee-based programming.
- Support coaching for past leadership development participants.
- Design, manage and facilitate projects with partners to develop approaches to integrating bridgebuilding into their institutions and communities.
- Facilitate consensus building among stakeholders in convenings in an array of settings.
- Support, participate in and represent the broader mission, team and activities of Convergence.
- Support other projects and partnerships related to bridgebuilding as needed.

Preferred Qualifications

- Master's Degree or equivalent experience.
- 5-8 years' experience in collaborative problem-solving, bridgebuilding, facilitation or other relevant sectors.
- 3-5 years' experience leading training programming, including demonstrated ability to develop and deliver engaging, interactive training programming and content.
- Demonstrated skills with conflict resolution, bridgebuilding, multi-party negotiation, coalition management or similar work.
- Deep knowledge of the social psychology of group dynamics, division and bridgebuilding.
- Excellent group facilitation skills including on highly contentious topics.



- Outstanding project-management and organizational abilities. Ability to balance long-term goals and day-to-day demands, and capable of handling multiple projects simultaneously in a high-volume, fast-paced environment.
- Entrepreneurial mindset and leadership style, capable of aligning Convergence's strategic programming to support our growth strategy, nimble and agile in responding to competing priorities and the changing external environment.
- Exceptional written, verbal, and interpersonal communication skills.
- Experience working on complex social issues and policies.
- Sound political judgement and sensitivity.
- Experience with Salesforce or similar database and fluency with Microsoft Office. Comfort learning new software and systems a plus.
- Sense of humor, flexibility, resourcefulness, and collaborative work ethic.

Position Details:

- Salary depends on experience, with a target range of \$110,000-\$130,000.
- This position will report to Convergence's Chief Program Officer (CPO).
- Convergence offers a full benefits package (including health insurance and retirement) and generous paid leave.
- Candidates are welcomed regardless of location. Convergence staff are located across the country, although the majority are concentrated in hubs around Washington, DC and the San Francisco Bay Area.
- All staff currently work remotely; hybrid office/remote workspace is possible in the future.
- Some light-moderate travel required, including to/between workplace hubs and for trainings or other programming.

About Convergence:

Convergence is the leading organization bridging divides to solve critical issues through collaborative problem-solving across ideological, political, and cultural lines. For more than a decade, Convergence has brought together leaders, doers, and experts—many who never thought they could talk to one another—to build trusting relationships, identify breakthrough solutions, and form unlikely alliances for constructive change on seemingly intractable issues. Our process is improving the lives of Americans and strengthening democracy for a more resilient and cooperative future. For more information, visit: www.convergencepolicy.org.

Convergence is an equal opportunity employer. Hiring decisions are made without consideration of race, color, religion, creed, sex, marital status, national origin, disability, age, veteran status, sexual orientation, political affiliation or belief, or any other factor that employers are prohibited by law from considering.

To Apply:

Please email your application to jobs@convergencepolicy.org with "Director, Programs" in the subject line. Applications should include: (1) a resume, (2) a tailored cover letter describing your relevant experience and specific interest in this position, and (3) a writing sample. 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.