



Programs Director

Convergence Center for Policy Resolution
Remote, ASAP

[Convergence](#) is the leading organization bridging divides to solve critical issues. Through our time-tested collaborative problem-solving methodology, we bring people together across ideological, political, and identity lines to improve the lives of Americans and strengthen democracy.

We are seeking an experienced and collaborative Programs Director to help lead and grow [Convergence Collaboratives](#) addressing issues in the areas of Economic Opportunity, Democracy & Civic Engagement, and Health & Wellbeing as well as the [Convergence Learning Lab](#), which provides training and consulting services that inspire and equip leaders to effectively navigate conflict and build consensus.

Responsibilities

- Design impactful collaborative problem-solving and dialogue processes, including developing framing for dialogue, recruiting diverse stakeholders, managing subject matter expert consultants, and creating an arc of convenings that will build trust, develop consensus-based solutions, and foster constructive change.
- Lead issue assessments, including designing interview protocols, interviewing stakeholders, convening focus groups/listening sessions/drilldown discussions as needed, and synthesizing resulting themes.
- Refine and implement a strategy for a portfolio of training and consultation services applying Convergence's methodology to inspire and equip leaders to effectively employ bridgebuilding and collaborative approaches to their organizations and communities.
- Design and deliver synchronous training and workshops that range from short training sessions to a multi-month cohort, including conflict coaching, for diverse audiences.
- Develop curriculum and learning materials for trainings and cohort programs, including creating content that translates collaborative problem-solving concepts into practical, applied tools for diverse audiences.
- Present and speak at Convergence events, convenings, and external forums as needed to share program insights and methodology.
- Develop and maintain relationships with key partners.
- Coordinate with and support the advancement and operations teams in communicating about, fundraising for, and evaluating programs.
- Coach, develop, and mentor program staff and interns.
- Contribute to and support the broader mission, team, and activities of Convergence.
- Other duties as assigned.



Preferred Qualifications

- Master's degree in conflict resolution, public policy, public administration, or a related field, or equivalent professional experience.
- 7+ years of experience designing and facilitating collaborative problem-solving processes on complex public policy and social issues.
- 5+ years of experience developing and delivering training on facilitation, dialogue, conflict resolution, and related interpersonal skills.
- 5+ years of stakeholder management experience, including engaging with executives, community leaders, philanthropic leaders, donors, and other high-profile partners.
- 3+ years leadership experience managing teams, designing impactful programming, and balancing strategic priorities with day-to-day execution.
- Excellent group facilitation skills, including on highly contentious topics, and deep knowledge of the social psychology of group dynamics, conflict, and conflict resolution.
- Experience working on complex public policy and social issues with sound political judgement and sensitivity.
- Interest and ability to work with people of all backgrounds and ideologies.
- Thrives in a highly collaborative, fast-paced environment and demonstrates flexibility, initiative, and an entrepreneurial mindset.
- Exceptional written, verbal, and interpersonal communication skills.
- Proficiency with common workplace platforms and systems, including Microsoft 365, Slack, Zoom, and CRM/LMS tools.

Position Details

- **Compensation:** Salary will be based on experience, skills, and location with a target range of \$115,000-\$130,000 per year.
- **Reporting:** This position reports to Convergence's CEO.
- **Benefits:** Comprehensive benefits package, including health, dental, vision, disability, and life insurance, generous paid leave, 401k retirement plan, FSA, and a monthly stipend for work from home expenses.
- **Location:** All Convergence employees are remote. Candidates are welcome to apply regardless of location. Travel will be required to facilitate in-person meetings, trainings, or workshops and to attend Convergence staff retreats.

Convergence Workplace Overview

Convergence offers a highly collaborative and mission-driven environment where team members work closely together, support one another, and have meaningful ownership over their work. As a small organization, we value flexibility, initiative, thoughtful communication, and a willingness to jump in where needed.

Solving Problems. Sparking Hope.

CONVERGENCE



How To Apply

Applications will be reviewed on a rolling basis, so early submission is encouraged. Final deadline: May 22, 2026.

Please submit your application at our listing on Idealist.org (<https://ideali.st/sGYwJ6>).

Convergence values a diverse workplace and strongly encourages people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, people holding an array of political and worldviews, 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.