



# National Alliance for Partnerships in Equity Education Foundation

## Job Opening Director of Programs

### Organizational Profile

The National Alliance for Partnerships in Equity (NAPE, <https://napequity.org>) is a consortium of state and local agencies, corporations, and national organizations committed to advance equity and diversity in classrooms and workplaces. Founded in 1990, the 501(c)(6) organization includes 39 member states, more than 300 local and community institution and organization affiliate members, plus individual members. The NAPE Foundation founded in 2002 is a 501(c)3. NAPE and the Foundation share the belief that every student deserves an education that prepares them to earn a living wage. We provide equity thought leadership and build capacity to transform education and workforce systems through our four areas of focus: Public Policy and Advocacy, Professional Development, Technical Assistance, and Research and Evaluation. We strive to achieve our mission to build educators' capacity to implement effective solutions for increasing student access, educational equity, and workforce diversity.

### Position Description

The Director of Programs is an educational equity expert, skilled facilitator and instructor, passionate and engaging storyteller, and effective leader and manager. This person will oversee and lead the Programs Team for NAPE, including Professional Development, Research and Evaluation, and development of new curriculum for virtual, in-person, and hybrid delivery to educators at schools and institutions across the country. [The Director of Programs plays a critical role in achieving NAPE's mission.](#) This is a full-time, remote office position within the continental United States, and requires travel up to 30% (when travel resumes), and at times on weekends.

### Reporting

The Director of Programs reports directly to the Chief Executive Officer, who is responsible for management, goal-setting, professional development, and evaluation of the employee.

### Duties and Responsibilities

- Works with members and clients to develop solutions to their unique context.
- Oversees the daily operations of the Programs Team and contracts administration.
- Serves as thought leader across multiple dimensions of equity, with deep knowledge in gender, race, and class issues.
- Directs the continued evolution of NAPE's professional learning.
- Maintains a current pulse on the research literature on educational equity.
- Conducts training, including keynote addresses, conference workshops and NAPE's suite of Comprehensive Educational Equity Programs.
- Monitors the implementation of NAPE's curriculum.
- Oversees NAPE's Learning Management System.
- Identifies and develops new curriculum including online courses to meet the needs of the field.
- Coordinates and ensures quality delivery of all training programs and monitors impact.
- Oversees grant writing and management operations
- Manages special federal and foundation grant-funded projects.
- Coordinates evaluation and research activities

- Employs effective instructional and facilitation strategies in a wide variety of adult learning methods (kinesthetic, visual and auditory), that create safe spaces, and equitable learning environments for educators through professional development.
- Motivates and engages others to learn and grow through professional learning
- Assists in planning and implementation of annual National Summit for Educational Equity.
- Performs other duties as required to achieve the organization's mission.

### Qualifications

- Master's or doctoral degree with a professional focus on education or related area
- At least five years of experience facilitating professional learning.
- Understanding of secondary, community college, and/or university environments, as well as STEM and career and technical education (CTE) and related US workforce issues.
- Ability to work independently in a fast-paced virtual work environment.
- Comfortable with required 30% travel schedule (when travel resumes).
- Excellent organizational, communication, and interpersonal skills; and attitude.
- Preferred expertise in use of Zoom and other online platforms for education and/or professional learning.
- Demonstrated ability with Microsoft Office Suite.

### Compensation and Benefits

Compensation includes a competitive benefits package, and salary is commensurate with experience—within the provided range.

**Salary Range:** \$75,000-\$85,000

### To Apply

Submit the following items combined into a single PDF file to Ben Williams, PhD, CEO: [hire@napequity.org](mailto:hire@napequity.org). Indicate in the subject line, "Director of Programs Application"

1. **Letter of interest** that includes a summary of qualifications related to the responsibilities, desirable background, and skills.
2. **Resume**.
3. **Portfolio** of professional work.
4. **Three professional references** knowledgeable about your qualifications in the listed responsibilities, including ONE supervisor.
5. **Contact information:** Mailing address, email address, and phone number.

**Start date:** Immediately upon hiring

### Equal Opportunity Employer

The National Alliance for Partnerships in Equity Education Foundation is an equal opportunity employer. It does not discriminate in its employment or other practices against persons on the basis of gender, race, ethnicity, national origin, sexual orientation, age, disability or status as a disabled military action veteran.

Persons from those groups protected by federal and/or state or local nondiscrimination statutes are strongly encouraged to apply.

### Eligibility

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Applicant must live in the continental United States.