

Program Director, College Presidents Consortium (Remote)

As the lead for our college presidents consortium, you will work with a select group of academic leaders who are stepping up to the challenge of strengthening our civic infrastructure and rebuilding civil society. These 15-25 leaders are drawn from higher education campuses across all demographics, backgrounds, ideologies, and geographies, including Ivy league campuses, large public flagship universities, HBCUs and other minority-serving institutions, elite liberal arts colleges, STEM-focused institutions, and institutions based in faith traditions. In this role, you will be at the very center of the national conversation about how higher education can help to cultivate civic skills, civic capacity, civic knowledge (basic understanding of the principles, history, and structure of the United States' civic life), and civic dispositions (willingness to engage with one's fellow citizens across differences to build trust, achieve common goals, and broaden understanding).

These college presidents are volunteering their time to share a wide spectrum of perspectives, wrestle with uncomfortable ideas, and explore civic learning and practice as a core component of higher education. As the lead for this growing program, you will carefully guide the agenda for meetings with the presidents and oversee research studies to assess civic learning approaches in higher education and connect civic development efforts with student outcomes on college campuses. In addition to a robust research agenda, you will build relationships with the presidents and facilitate group discussions, work with our development team to identify partnerships with funders, synthesize relevant research findings into reports, and develop content for programs. You will also keep presidents informed about crucial issues and trends related to civic learning and host check-ins as needed in response to current events. The leadership consortium will become a periodic platform for issuing joint statements about civic learning and current events, helping to increase visibility and credibility for higher education in this arena, with you serving as convenor, drafter, research leader, and communications partner.

Reporting to the Vice President, and working closely with our senior leadership team, you will help to strengthen democracy for the long haul by developing a critical mass of young people who are well-informed, productively engaged for the common good, and hopeful about the future. You'll work in collaboration with colleagues across the organization who are focused on complementary portfolio areas, including youth civic development, higher education fellowships, community and workplace civic engagement, and civic learning field investments.

About Us

For the past 75 years, the [Institute for Citizens & Scholars](https://citizensandscholars.org) (C&S) has prepared leaders and engaged networks of people and organizations to meet urgent education challenges, helping shape an informed, productively engaged, and hopeful citizenry. We are now rebuilding how we develop citizens in our country in three distinct ways:

- we support young people to be better citizens,
- we network civic leaders to ensure a resilient democracy, and
- we prepare a diverse and responsive next generation of college faculty and educators.

To sustain a flourishing civil society, we bring groups together as a force for progress on the nation's biggest education challenges. We bring a breadth and depth of experience in civic learning and civil society development. We also utilize a multi-disciplinary, cross-partisan, and cross-sector approach that harnesses data and technology to tackle the issues at scale, since the most urgent and complex societal challenges cannot be solved by one field, party, or sector alone.

We work to create not just a better educated but a more just and inclusive America. We have long been a proponent of excellence in teaching by actively promoting both innovation and diversity in American higher education, improving the quality of K–12 education in our country, strengthening STEM teaching in high-need schools, and improving understanding of American history and civics. And now we are dramatically expanding the scope of our work to focus on key determinants of a flourishing civil society.

We're on a mission to ensure that young people gain a deep understanding of our history, culture, government, institutions, and current affairs from diverse sources and perspectives—to vote, think critically, and have concern for the welfare of people of all backgrounds in their communities and across the nation; to debate and learn from each other; and to work across difference to form a more perfect union. We believe everyone across the left, right, and center has a role to play to save and strengthen democracy. We're leveraging our 75 years of unrivaled expertise, data, and network of funders and practitioners—including 27,000 world-leading fellows—to tackle this challenge on a massive scale.

Over the next year, we anticipate that you will:

- Develop strong working relationships across the consortium leaders and institutions, and with other stakeholders across the field of civic learning, including funders, policymakers, and nonprofit leaders.
- Host an annual presidential summit to address urgent needs and key progress; produce public statements on such issues as campus approaches to free expression, the cultivation of democratic norms in a campus community, and the renewal of the perception of higher education as a public good.
- Oversee research projects, including the development of metrics and key performance indicators. (For example, as we undertake a national project to better understand different approaches to civil discourse, you will work with practitioners, researchers, and faculty leaders to identify and assess what's happening on different campuses.)
- Work with internal C&S colleagues to prepare for summits and meetings by developing thoughtful agendas, preparation materials, and follow-up strategies.
- Work with the development team to identify potential philanthropic support for the work. Assist in drafting funding proposals.

Qualifications

- Experience in higher education administration.
- Experience with academic research, particularly in the social sciences or education.
- Experience leading difficult, cross-partisan projects that accomplished something notable and transformative.
- Effectiveness at moderating and leading high-stakes conversations (with major donors, investors, coalition partners, or other high-profile stakeholders).
- You are welcome to work remotely, but you'll need to routinely visit the Princeton office each month for Team Week (three collective, collaborative in-office days) and be willing to travel to in-person meetings when key stakeholders are available, including two to three site visits per year to partner campuses.

Attributes

- You are intellectually curious and willing to push the boundaries of intellectual norms, challenge established channels, and figure out new approaches to complex challenges.
- You can persuasively make the case for support for your approach. You are equally effective working with funders, policymakers, educators, researchers, and nonprofit organizations.
- You carefully listen to people, understand their needs and challenges, and find common ground with them. You can synthesize and distill their perspectives, notice what is not said, and find both points of agreement and disagreement as well as gaps in the conversation.
- You are thoughtful and can hold competing ideas in your head at the same time.
- You are a deft communicator, avoiding any perception of ideological bias, and can effectively share ideas with any audience in conversation, in long-form written material, and on social media.
- You can be trusted. You are viewed as an honest broker, a trusted, neutral, unbiased arbiter. You know who should be in the room for key conversations and know how to connect people and organizations to achieve successful outcomes.
- You are relentlessly, pragmatically outcomes-focused, accountable for delivering results that can be measured and replicated.
- You are an inspiring leader, a problem solver, and a change agent. Other people want to work with you.

What's Attractive to the Right Candidate?

- You will be working with some of the most prestigious academic leaders in America, working on some of the most pressing issues facing higher education. This program has the potential to be one of the cornerstones of our work. Your contributions will help the

program reach its full potential.

- C&S has an established track record of building a field of civic education outside of the classroom, convening experts from diverse viewpoints, creating the space for productive conversations, and distilling information into applications with real impact.
- You will have the opportunity to lead a highly impactful research agenda. In the next five years, we seek to unite the left, center, and right across all sectors to tackle this interpersonal challenge, close the divide, and create, test, and develop game-changing ideas that make democracy function for everyone.
- Your work will help to create a civic learning ecosystem capable of producing future generations of well-informed, productively engaged, and patriotic citizens. We have already gained credibility across the political spectrum and there is broad consensus that we need to fundamentally rethink and enrich the ways we prepare young people to be successful citizens in a democracy.
- You will be working with, and supported by, people who have a long track record of successfully launching breakthrough social enterprise initiatives. Our senior leadership team has experience in program design and operations, higher education, communications, fundraising, financial management, IT/data systems, and research and evaluation. They also bring experiences ranging from the classroom to the quad and from Main Street to Wall Street in both the nonprofit and private sectors.
- We offer competitive compensation and benefits including 4 weeks of vacation plus sick leave; medical, dental, LTD, Life, ADD, and vision insurance; employee assistance programs; and 10% 4013(b) contribution.

Our Core Values

- **We are constantly learning and improving.** We test and refine new ideas and learn from our mistakes. We dare to question old solutions. We seek opportunities to collaborate with our diverse team; different backgrounds, skill sets, and thinking styles give us valuable new perspectives. We share knowledge and insights with each other to help us grow as individuals and as an organization. We provide straightforward, constructive, and timely feedback, and we receive feedback with openness as useful information that supports our development as individuals and as an organization.
- **We value diversity, equity, inclusion, and belonging for all.** We believe that we are stronger for our differences, and we acknowledge, respect, and appreciate them. We actively work with and learn from everyone—across all demographics, backgrounds, ideologies, and geographies. We identify areas where we differ and, for the good of the organization and each other, we explore and engage with differing perspectives.
- **We are gracious and grateful in all that we do.** We invest in our relationships with warmth and a sense of humor. We express gratitude to all of our colleagues and stakeholders. While we strive for excellence, we recognize that no one is perfect. We give others the benefit of the doubt and act with kindness and integrity.



- **We are attentive and intentional.** We are aware of the needs of the world and those around us so that our work has a real impact. Our work is mission driven, and we know the “whys” — both large and small— behind what we do. Recognizing that details matter, we are equally committed to quality.

To Apply

We encourage you to apply even if your experience is not a 100% match with the position description; we will consider people from a variety of backgrounds and career experiences.

Simply email your resume to Aileen Hedden at resumes@staffingadvisors.com with “**C&S – Program Director, College Presidents #2022-2717 CW**” as the subject of the email.

Please note: our practice is to not disclose the salary ranges our clients would consider. Any salary information included in this posting was estimated without our input.

Staffing Advisors is committed to reducing bias in every aspect of the hiring process. We have long recommended an evidence-based approach to hiring. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other basis protected by law. This position may require pre-employment screening potentially including a criminal background check, verification of academic credentials, licenses, certifications, and/or verification of work history.