



## **Institute for Southern Studies Seeks Director of Programs**

The Institute for Southern Studies (the Institute) in Durham, North Carolina, seeks progressive, dynamic, and thoughtful applicants for its newly created position of Director of Programs. This is an exciting leadership opportunity at a pivotal moment in the Southern movement and media landscape, as well as in the Institute's own history.

### **About the Institute for Southern Studies**

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Founded in 1970 by Julian Bond and other veterans of the civil rights movement, the Institute is a research, media, and education nonprofit dedicated to exposing injustice, strengthening democracy, and building a community for change in the U.S. South. The Institute publishes the online magazine, *Facing South*, and has earned numerous awards for its media and reporting projects on topics including democracy, demographic change, the shifting political landscape, and racial justice.

For the past 53 years, we have cultivated a national reputation as an essential resource for organizers, community leaders, scholars, policy makers and others working to bring enduring social and economic change to the South. The Institute draws attention to the South's current and historical importance in shaping the national landscape and Southern movements' potential to catalyze widespread change. The Institute's media and research also offer an exciting vision of the region as a place brimming with a capacity for progressive transformation that challenges its reputation as a monolithic, conservative stronghold.

### **The Opportunity**

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Throughout its history, the Institute's research, media, and education programs have evolved to meet the demands and opportunities of the moment, supported by a small, dedicated, and dynamic program staff of emerging and established organizers, researchers, and journalists. The Director of Programs will participate in a 2024 strategic reflection and visioning process and will work closely with the Executive Director to implement the resulting strategic framework. The role calls for an understanding of the dynamic political landscape and demographics in the South, an appreciation for the role played by progressive Southern movements in bringing about change both historically and currently, an understanding of how to leverage media, research, and education to advance social, political, and economic change, and a commitment to practicing the Institute's values of equity and justice, both internally and in its programs.

### **Specific Responsibilities**

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Reporting directly to the Executive Director, the Director of Programs will be responsible for managing the Institute's programmatic growth, development, and implementation, and providing thought partnership to the Executive Director on organizational and programmatic vision and fundraising. Specific responsibilities will include:

### Program Leadership

- Serve as a collaborative thought partner with the Executive Director, as well as the board, and staff team, to develop and execute forward-looking media, research, and education initiatives that are strategic, effective, and rooted in movement partnerships and priorities.
- Upon conclusion of the 2024 strategic planning process, work closely with the Executive Director to attract, hire, and retain a small, diverse team of mission-driven, talented program staff and consultants to join the current staff in implementing the Institute's refreshed strategy.
- Manage 3-5 key program staff and consultants from the research and media teams.
- Contribute to a supportive environment for staff to develop their leadership, skills, and political analysis; an inclusive and collaborative culture of strategy development; and a shared commitment to racial, gender, and class equity across the Institute's staff and programs.
- Develop and manage systems to implement program goals and facilitate communication and collaboration within and across the media and research teams.

### Movement Relationships

- Build and maintain relationships with the Institute's movement and organizing partners.
- Represent the Institute in key coalitions, networks, meetings, and conferences focused on media, democracy, and social and economic justice. Within those spaces, work to advance shared strategy, build relationships, engage potential partners and allies, and identify potential funders.
- Maintain awareness of the external landscape and identify strategic opportunities where the Institute's media, research, and outreach capabilities can be brought to bear across the South and nationally.

### Fund Development

- Serve as a resource and thought partner to the Executive Director in developing and implementing fundraising strategies to support the Institute's work, including identifying potential funding opportunities.
- Support the Executive Director to prepare program and strategy materials for proposals, reports, and other communications with institutional funders.
- Accompany and support the Executive Director during conversations with and presentations to key funders.

### Skills, Experience, and Attributes of the Ideal Candidate

The Institute recognizes that the responsibilities laid out above represent a broad range of functions. We are seeking candidates who have a diversity of experience and an interest in growing their skills and capacities. Specifically, we are looking for applicants with the following profile:

- Demonstrated commitment to the Institute's social justice mission and values, including a belief in the progressive power and potential of the South
- Experience and/or familiarity with the Southern organizing and political landscape, as well as the knowledge and skills to work in deep partnership with progressive organizations, groups, and leaders building power in BIPOC and working class communities across the South
- A collaborative, proactive approach to leadership and a commitment to anti-racist and equity-based management
- Prior experience developing and guiding programmatic visions and strategies, and the systems required to support them
- Capacity to develop and support the implementation of research and media-based strategies for progressive change; direct experience in organizing, media, research, or journalism is a plus

- Exceptional interpersonal skills and a collaborative mindset
- Prior involvement in or comfort with working in a small, flexible team environment
- Strong written and verbal communication skills; experience with fundraising and proposal/report writing is a plus
- At least 5 years of senior experience as a leader at an organization of comparable size, scope, and/or complexity

#### **Location and Travel:**

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This position will be based at the Institute's office in Durham, North Carolina. Under our current hybrid work policies, employees are required to be in the office at least 3 days a week, with the flexibility to work remotely for the remaining 2 days. Some regional and national travel required (conferences, events, partnership meetings).

#### **Compensation and Benefits:**

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This position is full time (40 hours per week) and is exempt. Annual starting salary range is \$95,000 - \$105,000 and includes medical, dental, and vision insurance with 100% employee premium coverage, 4 weeks' vacation plus 1 week paid leave in December/January, 9 paid federal holidays annually, and a \$1,500 annual professional development budget.

*Due to the ways in which salary negotiations perpetuate existing structural inequities, the Institute as a practice does not negotiate starting salary once an offer is made.*

#### **Application Process and Additional Information**

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The Institute for Southern Studies is an anti-racist organization committed to gender equity and building a diverse, equitable, and inclusive staff team. We strongly encourage applicants who are people of color, LGBTQ, women, trans, nonbinary, and gender non-conforming people, people with disabilities, and/or returning citizens (formerly incarcerated people).

To apply, include a resume and a cover letter that describes how your qualifications and experience match the needs and mission of the Institute. Applications will be accepted until the position is filled. Upload required documents in PDF form to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultants, Nancy Jackson and Hez Norton. All submissions will be acknowledged and are confidential, and any questions can be submitted to Nancy at: [njackson@eostransitions.com](mailto:njackson@eostransitions.com). No phone calls, please.