



## **Director of Programs Position Announcement**

### **MISSION**

Cumbe is a home for African and Diaspora dance and music. Through classes and cultural programs, we invite everyone to immerse themselves in the joy and vitality of rhythms from Africa, the Caribbean and the Americas. Cumbe champions African and Diaspora culture as a vibrant legacy for people of African descent and as an exuberant source of power, spirit and knowledge for all.

### **THE OPPORTUNITY**

Are you inspired to build a community where folks dance, drum, learn, laugh, recharge and support each other through the joy and power of African and Diaspora dance and music?

Are you driven to develop and implement creative programming to address the needs of participants?

Are you energized to serve as a Cumbe ambassador, marketing programs and promoting the brand?

Do you have the spirit, tenacity, ambition, and entrepreneurial spirit to grow and scale programs and outreach and strengthen participant satisfaction?

Are you a builder of teams and strategic partnerships with a commitment to collaboration?

If so, we invite you to keep reading and think about the untapped opportunities for you to enhance and nourish the lives of others.

### **OVERVIEW**

The Director of Programs is responsible for the strategic direction, design and implementation of all programs at Cumbe, which include ongoing weekly classes; special workshops; cultural events; a summer camp; community engagements, and special programming. The Director of Programs will manage a team of 3 people, report to the Executive Director, and work collaboratively with the management team to ensure that Cumbe's programming advances Cumbe's mission (above) and vision of bringing ashé, the power and spirit of African and Diaspora dance, into our modern lives.

### **RESPONSIBILITIES**

#### **Overall**

- Set, in collaboration with the management team, strategic direction and goals for all Cumbe programs.



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- Manage implementation of classes, special workshops, cultural events, summer camp, community engagements and special programming.
- Manage a team of three: two permanent staff (Community Engagements Manager and Programs Assistant) and one seasonal staff (Summer Camp Director).
- Collaborate with the Director of Marketing and Communications on designing marketing campaigns for all programs.
- Collaborate with the Studio and Administration/Operations Managers to ensure adherence to Cumbe brand, including providing a joyful and meaningful experience for participants.
- Track and evaluate programs, providing regular reports to the management team.
- Support development work for programs, including providing data and narrative detail for program activities.

#### Ongoing Classes and Special Workshops

- Manage Cumbe's ongoing classes and special workshops.
- Nurture relationships with teaching artists and musicians.
- Curate Cumbe's special workshops program, in alignment with our annual strategies, developing creative themes that will help our community deepen their understanding of African and Diaspora dance.

#### Cultural Events and Special Programming

- Manage, in collaboration with the management team, cultural events and special programming (e.g. artist talks, film screenings or other creative programming).
- Participate in the Fundraising Events Committee, which plans Cumbe's fundraising events.

#### Summer Camp

- Manage the Summer Camp Director and oversee summer camp planning and operations.

#### Community Engagements

- Manage the Community Engagements Manager and oversee community engagements programming, including strategic priorities, partner relationships and execution of engagements.

#### **Qualifications:**

- 5+ years experience managing or directing programs, preferably in the arts.
- Successful track record setting strategic direction for and managing all aspects of successful program implementation.
- Strong project management and organizational skills, attention to detail and the ability to manage multiple priorities simultaneously.
- Effective and supportive team leader and people manager.
- Exceptional verbal and written communication skills.



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- Excellent problem-solving skills, tackling challenges with creativity, enthusiasm and a sense of humor.
- Experience working collaboratively and in a busy, creative environment.
- Strong knowledge of African and diasporic dance and music; existing relationships with African and Diaspora artists in NYC a plus.
- Deep commitment to racial justice.
- Availability in the evenings and on weekends to represent Cumbe at events.

**Location:**

Cumbe is located at Restoration Plaza in Bedford-Stuyvesant, Brooklyn. The Director of Programs has latitude to determine their mix of remote and in-person hours. Staff meetings may be in person and regular participation or visits to all programs are an essential part of the responsibilities.

**Compensation:**

Salary range: \$65,000 to \$70,000. This is a full-time position. Benefits include health insurance contribution, paid time off, flexible schedule, professional development, discounted classes and access to arts events and partners.

**Start date:** December 2023

**To apply:** please send a cover letter and resume to [jobs@cumbedance.org](mailto:jobs@cumbedance.org), with “Director of Programs” in the subject line.