



Position Title: Director of Campus Engagement

Start Date: June 1, 2023

About the Organization: Heterodox Academy (HxA) is a non-partisan, non-profit organization that promotes the values of open inquiry, viewpoint diversity, and constructive disagreement in institutions of higher learning.

With a growing membership of more than 5,600 professors, administrators, and graduate students, HxA helps colleges and universities live up to their highest ideals — and resist the destructive temptations of groupthink and tribalism.

We communicate about our values to diverse audiences; develop research, tools, trainings, and events; and facilitate online and on-campus communities.

Position Summary: After building a community and advocating for its core values over its first six years, Heterodox Academy is expanding its reach and visibility — in the public square, to new and existing members, and on college and university campuses. As the organization enters a new phase of development, it seeks an energetic and savvy Director of Campus Engagement to run its growing Campus Community Network program; provide hands-on coaching and support to the volunteer leaders of HxA Campus Communities; and convene and support allied groups and networks promoting similar issues on campus.

This role may be based in New York City or fully remote. It is well suited for a versatile professional with a background in nonprofit programming and advocacy/organizing, with the savvy to spot and seize opportunities for cultural and policy change at the campus level. Knowledge of higher education, HxA issues, and the academic freedom advocacy landscape will be helpful in this role.

This position is wide-ranging, flexible, and collaborative, with a high degree of discretion and independent judgment. HxA understands that not every candidate will be equally skilled or experienced in every area. If you feel qualified for the role, but your skills and experience are not a 100% fit for every detail below, we encourage you to apply anyway!

Specific duties include:

Leadership and Management

- Managing and improving HxA's program to found and grow a large network of 30+ faculty-led, campus-based groups. Formal program aspects include:
 - Recruitment, selection and training of local volunteer leaders;
 - Financial and in-kind support for campus activities;
 - Platforms for communications and fundraising;
 - Recommendations about speakers, training programs, and other helpful resources;
- Coaching and advising Campus Community leaders as needed, on topics including strategy, leadership, programming, logistics, and communications;
- Facilitating knowledge-sharing through Campus Community online trainings, in-person convenings, and online communities;
- Representing HxA with local campus stakeholder via virtual and in-person meetings; and



- Balancing hands-on involvement and scalable system-building and to ensure short-term and long-term impact.

Convening and Supporting Allied Groups

- Communicating and coordinating with allied groups promoting academic freedom and related issues, including faculty- and alumni-based efforts
- Identifying and cultivating opportunities for sharing knowledge and amplifying impact
- Developing and positioning HxA as hub of expertise on campus-based faculty engagement

Contributing to Organization Initiatives

- Collaborate with peers across the organization (including memberships, programs, communications, and development) to implement HxA's strategic plan
- Support the integration of campus-based groups and partners into HxA-wide initiatives such as our national conference and communications channels

Required Qualifications:

- At least five years of related professional experience in an organizing, advocacy, programs, campaigns, or communications role;
- Flawless written and verbal communication skills, and the ability to tailor communications to varied audiences;
- Keen attention to detail and follow-through;
- Demonstrated fluency with modern technology tools, including Asana (or similar) and Slack (or similar)

Other duties as assigned by Management.

Knowledge, Skills, and Dispositions: You would be a good fit for our team if the following attributes describe you:

- **Knowledge and understanding of colleges and universities** as a unique context for building influential communities of faculty, staff, and students;
- **High-tempo work style with drive, decisiveness, and personal ambition** to grow a thriving, high-impact program;
- **Political tolerance and flexibility.** We don't care what your politics are, but you must be able to respect and advocate for the inclusion of diverse people with diverse perspectives, including progressive, conservative, and libertarian ideas and scholars.
- **Excellent organizational and process skills**, including willingness to fully engage with team-based software that saves us time from inefficient meetings.
- **Excellent interpersonal skills and personal character**, including personal integrity, professionalism, empathy, discretion, proactive communication, and willingness to seek and receive feedback, and a commitment to high standards of work quality and maintaining confidentiality. with incredible potential to create positive change on college campuses. We seek an entrepreneurial colleague who can help us realize our potential.
- **Excellent oral and written communication skills.** Demonstrated ability to write clearly and powerfully; to communicate internally with your colleagues, and the world writ large; to edit and proofread for correct spelling and grammar; and to ensure high-quality, high-impact outputs.

Reports To: Executive Director



Location: Fully remote, or fully or partly in NYC-based office. Potential for 30% travel including multi-day trips to campuses and conferences around the United States and Canada.

Position Type: Regular, full-time, exempt

This full-time, at-will position has a target starting date of June 1, 2023.

Salary and Benefits: The expected salary for this position is \$120,000. HxA also provides strong benefits, including:

- Medical, dental, vision, life and disability insurances;
- A significant health insurance contribution for employees and their families;
- A retirement plan with company matching;
- Additional tax-deferred savings opportunities, such as pre-tax deductions and FSAs;
- Unlimited paid time off, provided the employee is in good standing;
- A demonstrated commitment to the ongoing training and development of each employee, supporting ongoing professional skills development.

To apply for this position, please submit a cover letter and resume to Jobs@heterodoxacademy.org.