

# GoodCitizen

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Futures Without Violence (The Courage Museum & Education Center)  
Managing Director of Education for Courage Museum & Education Center  
Location: San Francisco, CA

## About The Courage Museum & Education Center

A program of Futures Without Violence, the [Courage Museum](#) & Education Center (“Courage Museum”) is reimagining a world where violence is not a part of the human experience. Located in the Presidio National Park, San Francisco, the museum is a design lab that will engage visitors in a learning journey towards the possibility of a world where individuals are informed and equipped with the tools to rethink violence and advance concrete change.

The Courage Museum will be an immersive experience for both virtual and in-person museum goers to move through installations that integrate science, empathy, and activism to tell the story of possibilities where courage can fuel their own actions to advance positive change in the world. Museum goers will explore the science and biology of violence, discrimination, and trauma; the transformational impact of empathy; and the everyday actions we can all take to prevent and recover from experiences with hate and violence.

For more information, visit their website: <https://couragemuseum.org/>.

## About Futures Without Violence

Futures Without Violence (“FUTURES”) is a health and social justice nonprofit organization dedicated to ending violence against women, children, and families worldwide. They work to develop innovative programs and public action campaigns to prevent and address issues like domestic violence, child abuse, bullying, and sexual assault. Their initiatives focus on training professionals such as healthcare providers, educators, and law enforcement officers to recognize and respond to violence effectively.

FUTURES engages in extensive policy advocacy to create systemic change and build safer communities. By influencing policies at local, state, and federal levels, they aim to enhance protections for victims and promote violence prevention measures. Futures Without Violence also prioritizes engaging men and boys in their efforts, recognizing the crucial role they play in preventing violence and fostering healthy, respectful relationships.

Futures Without Violence emphasizes transforming social norms and cultural attitudes that perpetuate violence. They offer resources and support for survivors, advocate for better legal protections, and strive to create environments where everyone can live free from violence. Their comprehensive approach addresses the root causes of violence, promotes equity, and builds strong, safe communities.

For more information, visit their website: <https://www.futureswithoutviolence.org/>.

## **The Opportunity**

As the Managing Director of Education for Courage Museum & Education Center, this individual will lead the creation and expansion of the museum's education and engagement programs for high school students, educators, parents, and administrators. Additionally, this role includes being a key member of the senior management team at The Courage Museum. This leader will serve as a representative of The Courage Museum at the local, regional, and national levels.

The Courage Museum seeks a visionary senior-level education professional for this pivotal role. This individual will shape the educational direction of the museum, focusing on high school students, educators, parents, and administrators. They will manage all educational and engagement programs and drive overall strategy. Collaboratively, the Managing Director of Education and team will grow the program's annual budget to \$5-7 million. The Managing Director of Education will bring education leadership experience to provide expertise in student learning, curriculum development, e-learning, K-12 educational systems, with emphasis on public and independent high schools, program operations, fundraising, and partnerships.

## Key Responsibilities

The Managing Director of Education's specific areas of responsibility include, but are not limited to:

### Program Leadership and Management

- Develop, implement, and oversee plans for The Courage Museum's engagement with school systems and leaders throughout California and beyond.
- Raise and manage the annual program budget, growing it to \$5-7 million and building out a staff in support of the outreach and engagement programs.
- Ensure high-quality education programming, engaging students, teachers, and museum educators.
- Work with staff to develop systems for program execution and tracking of outcomes for museum attendees.

### Fundraising and Development

- Expand revenue-generating and fundraising activities to support existing and new programs.
- Cultivate relationships with current and potential funders, including foundations, government bodies, and corporate sponsors.
- Develop proposals for funding, including grants and sponsorship materials.

### External Relationships/Partnerships

- Establish and grow formal relationships with faculty and administrators of educational institutions.
- Serve as the day-to-day contact and lead relationship with external consultants and advisors who are working on various aspects of the education program.
- Work with community and civic leaders to expand the scope of the museum's programs and activities while broadening the FUTURE's community of supporters, perspectives, and partners.

### Content Expertise

- Provide strategic guidance born of experience from working in K-12 education and/or youth development to steer key decision-making and drive successful strategy implementation.
- Develop innovative professional learning programs that include best-in-class curriculum, e-learning approaches and practices, for educators, students, and other patrons.
- Oversee the creation of a robust online learning program in support of the Courage Museum's broader curricular initiatives.
- Lead the founding staffing and oversight of the Education Resource Center.

## Ideal Candidate

The ideal candidate is a former high school leader, K-12 network-level administrator, or education nonprofit leader whose work has directly been in service of high school students. This candidate will have a proven ability to design, implement, and manage in-person and virtual educational programs for high school students and educators, with a focus on achieving the deep, transformative human change needed to prevent violence before it happens. This leader will bring a network and history of working closely with K-12 school leaders including Superintendents. They should have extensive knowledge of science-based social and emotional learning practices and experience with trauma-sensitive approaches. Additionally, they must be adept at creating professional learning programs for educators and engaging school administrators and district leaders, particularly within California districts.

The candidate should also have significant fundraising experience, capable of engaging diverse stakeholders, including education leaders and funders. They must excel in team and independent work environments, with strong skills in recruiting, managing, and developing professional teams. Creative problem-solving, exceptional communication, and leadership abilities are essential, as is experience in serving as a spokesperson at the state and/or national level. The candidate should be a team player with a proven ability to build bridges across politically diverse groups.

## Qualifications

- Master's degree required in education or a related field.
- At least 10 years of education leadership experience.
- Curriculum design, character development, and leadership design experience
- Minimum 15 years working with high school students or in direct service of high school students.
- Deep love and compassion for youth, especially those who have been the victims of violence.

- Extensive experience designing, implementing, and overseeing education programs for high school students and educators.
- Knowledgeable about science-based practices for social and emotional learning, empathy, and courage-building.
- Demonstrated fundraising experience, particularly with education funders in the foundation and government spaces.
- Strong creative problem-solving and interpersonal skills.
- Excellent communication and presentation skills.
- Proven ability to recruit, manage, and develop a high-performing team.
- Experience working with trauma-sensitive and healing-centered practices in educational settings.
- A visionary leader with a commitment to the mission and strategy of the Courage Museum and Education Center.

### **Compensation, Benefits, & Work Environment**

This is a full-time, exempt position. The starting salary for this role is \$190,000 annually. This role is eligible for step increases as part of our commitment to thriving wages for all staff. FUTURES offers excellent medical, dental, and vision coverage, plus tax-advantaged Flexible Spending Arrangements for Health Care and Dependent Care. FUTURES employees can take advantage of generous sick and vacation benefits including 13 paid holidays, 3 weeks of vacation to start, 12 days of sick and safe leave per year, and an employer-contributed 401k retirement plan.

FUTURES values the expertise of survivors and those with lived experiences with violence and abuse. FUTURES welcomes applications from people from Black and Brown communities, Indigenous people, LGBTQ individuals, and other communities that have been marginalized and disproportionately impacted by violence and abuse. FUTURES maintains a diverse and dynamic workforce and is committed to providing equal employment opportunities (EEO) to all employees and applicants for employment and promotions without regard to race, color, religion, gender, sexual orientation, gender identity, marital status, veteran status, age, national origin, disability, or any other basis protected by federal, state or local law. Pursuant to the San Francisco Fair Chance Ordinance, FUTURES will consider for employment qualified applicants with arrest and conviction records.

### **Futures Without Violence's EEO Statement**

Futures Without Violence is committed to building a diverse team and strongly encourages applications from people of color, people with disabilities, veterans, and LGBTQ candidates. We are an equal opportunity employer and do not discriminate in

employment decisions based on any protected category. Reasonable accommodations will be provided to applicants and employees as required by law.

### To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the “Become a Candidate” button. Letters may be addressed to Kevin Bryant.

Applicants applying by January 8<sup>th</sup> will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Futures Without Violence to lead this search. For questions, please contact:

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