

Monday, September 22, 2025

Dance/NYC seeking an Executive Director

Company: Dance/NYC

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Compensation: Salary of \$120,000 and competitive benefits such as Health care, 401K, pre-tax Commuter and Health contributions, flexible PTO



Dance/NYC seeks an innovative and equity-driven Executive Director (ED) to lead the organization into its next phase, guided by a new five-year strategic plan. Reporting to the Board of Directors, the ED will serve as a prominent advocate, fundraiser, and representative for New York City's diverse dance community. This leader will be deeply connected to the field and committed to ensuring that dance workers and organizations have the resources, recognition, and support needed to thrive. The ED will provide inclusive leadership, oversee a \$1.5M budget, manage a team of 8-10, and partner with a to-be-hired Director of Programming & Operations role to foster balanced, sustainable leadership and long-term organizational sustainability.

Status: Full-Time, At-Will, Exempt

Reports to: Board of Directors

Start Date: Early 2026 (Search concludes late 2025)

Compensation: Package includes a salary of \$120,000 and competitive benefits such as Health care, 401K, pre-tax Commuter and Health contributions, flexible PTO, and more

**Dance/NYC offers the highest available salary our budget can afford as an alternative to salary negotiation, which can introduce bias and reflect an individual's positional power or negotiation skills rather than their job qualifications.*

Location: Hybrid of remote and in-person. This position is for cultural workers based in the NYC metropolitan area.

Application Link: <https://docs.google.com/document/d/1o1yY78wEYySBXs3NmiDAMPWrWlp8vxnb94GySrEJZGg/edit?tab=t.wrz7filjlxkt>

Core Responsibilities

Strategic Leadership

- Lead implementation of Dance/NYC's new five-year strategic plan, aligning programs and initiatives with mission, values, and community needs.
- Drive long-term sustainability and impact, ensuring organizational priorities are responsive to the evolving needs of the dance field.
- Foster a collaborative, transparent, and equitable organizational culture in partnership with staff and board.

Fundraising & Resource Development

- Design and implement ambitious fundraising strategies across government, foundation, corporate, individual, and board giving.
- Secure new and increased support to sustain and grow Dance/NYC's programs and regranting initiatives.
- Partner with the Board of Directors to expand contributed revenue and diversify funding streams.

Community Engagement & Program Oversight

- Cultivate relationships with peer organizations, field leaders, and funders to expand organizational capacity and deepen partnerships.
- Ensure Dance/NYC reflects and uplifts the diverse communities it serves, with emphasis on historically underfunded and underrepresented dance workers.
- Provide strategic direction for programs, including research, advocacy, grantmaking, convenings, and digital platforms.
- Provide editorial leadership for communications and articulate Dance/NYC's research agenda and advocacy priorities.

Advocacy & Policy Leadership

- Serve as a prominent advocate for the dance sector with civic leaders, public officials, and cultural partners to ensure dance is represented in civic and cultural policy decisions at the city, state, and national levels.
- Build coalitions and maintain partnerships to secure greater public investment and advance systemic change.
- Represent Dance/NYC at performances, convenings, and events, serving as a trusted presence for the community.

Financial & Organizational Management

- Oversee fiscal health, budgeting, and revenue strategies to ensure long-term sustainability.
- In partnership with Director-level leadership, manage a team of 8-10 staff, as well as interns, volunteers, and contractors.
- Engage organizational best practices for communication, workflows, and record keeping.

Justice, Equity & Inclusion

- Deepen Dance/NYC's commitment to racial justice and systemic equity, ensuring inclusive access to resources, funding, and platforms for all dance makers.
- Regularly engage in learning focused on justice, equity, and inclusion (including racism, xenophobia, ableism), and apply these practices in leadership and management.
- Uphold Dance/NYC's values of justice, equity, inclusion, and accessibility across all aspects of organizational work.

Ideal Qualifications

- Deep connection to the dance community and demonstrated commitment to its growth and sustainability.
- An open-mindedness and curiosity to more deeply understand Dance/NYC's constituents.
- Proven record of advocacy and policy leadership within arts, culture, or nonprofit sectors.
- Demonstrated success in fundraising and resource development, including government, foundation, corporate and individual giving.
- A demonstrable record of success in leading racial justice, equity, inclusion, and/or access initiatives.
- Senior leadership experience with strong skills in strategy, team management, and coalition building.
- Adaptable and proactive in encountering new technologies or ways of working.
- A compelling, values-driven communicator able to inspire funders, artists, and policymakers.

Dance/NYC is an equal opportunity employer

Employment is offered without regard to race, color, sex, age, disability, religion, national origin, marital status, sexual orientation, ancestry, political belief or activity, or status as a veteran. The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws. It is the policy of Dance/NYC to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). Dance/NYC does not discriminate against any qualified Employees or job applicants with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. Dance/NYC makes reasonable accommodation wherever necessary for all Employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense.

Dance/NYC does not operate from a single physical office location. Our in-person meetings and events are hosted at various venues throughout the city. We prioritize accessibility in all event and meeting spaces, selecting locations that offer step-free access or lifts/ramps where needed. We also provide additional access services such as CART captioning, ASL interpretation, and other accommodations upon request. We are committed to creating welcoming environments for all members of the dance community and continue to evaluate and improve access in alignment with disability justice principles.

Please visit the full job posting for more information and to learn how to apply: <https://docs.google.com/document/d/1o1yY78wEYySBXs3NmiDAMPWrWlp8vxnb94GySrEJZGg/edit?tab=t.wrz7filjxtk#heading=h.4pap6bugbx6c>

Dance/NYC
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