

Thursday, January 15, 2026

## Managing Director

Company: Kinetic Light  
Location: New York, NY  
Compensation: \$100,000-\$120,000, depending on experience plus benefits

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# Kinetic Light

Title: Managing Director

Reports to: Artistic Director

Tier: Director

Salary: \$100,000-\$120,000, depending on experience plus benefits (details below)

Job Type: Hybrid | Full Time Exempt (40 hrs/week)

### About Kinetic Light

Kinetic Light (KL) is a disability arts organization that affirms and advances the disability arts movement. Founded by Alice Sheppard in 2016, KL works in the disciplines of art, technology, design, and dance. KL creates, performs, and teaches at the nexus of access, queerness, disability, dance, and race.

KL's work speaks to and emerges from disability aesthetics and disability culture, and it is connected to the rich traditions and exciting contemporary conversations of disabled artists in all artistic fields. In Kinetic Light's work disability is not a deficit, it is a powerful, intersectional creative force that is essential to artistry. Access is integral to the art and creative process. KL's equitably accessible, multi-sensory artmaking results in production-intensive, technologically sophisticated work.

We are grateful to be celebrated both for our performances and our access innovation and advocacy, but we believe that these are not separate—the way we create art is activism. Our creative and administrative practices take us beyond the usual, minimal approaches of inclusion and compliance with the Americans with Disabilities Act and considers disability and access as aesthetics, cultures, and essential elements of our artistry. Since 2020, we have also offered an array of in-person and online field-building and education programs. A leader in technology and software development in the performing arts field, our team develops and releases new access technologies, VR and haptic experiences.

Kinetic Light is led by disabled artists; disabled artists create, design, and perform the work. The organization currently encompasses a mostly remote team of 15, which includes the founding Artistic Director, a small full-time operations team of 4, and a robust team of part-time, temp and seasonal employees, along with multiple contractors/consultants.

### Organizational Moment

As an organization, Kinetic Light is growing at the pace of our vision. We recently obtained 501c3 designation, are piloting a series of new technological and research projects, and are developing several new artistic works. This is a transformative moment, and it requires us to rethink how we work day to day while also expanding our organizational capacity. Over the next several years, our primary goal is to build a strong and accessible infrastructure that will support long-term sustainability.

We see this Managing Director as playing a crucial role in supporting the organization during this transition moment and to ensure the smooth operations of KL's ongoing management as the organization concretizes its new structure.

### Job Summary

Kinetic Light seeks a strategic, collaborative, creative and equity-driven Managing Director to guide the organization through this transitional period, strengthen systems, support staff, and prepare the organization for long-term sustainability.

This role is ideal for a leader with strong organizational development experience, financial and operational expertise, and a deep understanding of disability arts and justice and nonprofit arts management.

The Managing Director will report to and partner with the Artistic Director, work closely with the Director of Artistic Producing, and manage and collaborate with the core full-time administrative team and programming contractors.

#### Key Responsibilities

##### Organizational Strategy & Leadership

- Partner with the Artistic Director on strategic planning and 501(c)(3) transition.
- Support the development and implementation of decision-making protocols, internal communications, and administrative systems.
- Provide high-level organizational oversight, capacity planning, and team management.

##### Human Resources

- Supervise staff in collaboration with the People & Operations Manager.
- Oversee contracting, HR policies, hiring practices, insurance, and benefits.
- Align HR infrastructure with values of access, equity, and compliance.

##### Finance & Operations

- Oversee annual operating and program budgets; contribute to long-term financial planning.
- Ensure compliance with nonprofit financial and operational standards (GAO-aligned).
- Collaborate with the Finance Manager and consultants on reporting, policy, and risk management.

##### Development & Fundraising

- Supervise grant-related processes in collaboration with KL's grant writer.
- Support donor engagement and fundraising communications.
- Represent Kinetic Light at conferences, events, and performances as requested

##### Marketing, Outreach & Partnerships

- Guide outreach and communications strategy with the Artistic Director and PR/Marketing Consultant.
- Maintain partnerships and professional relationships with presenters, funders, and peer organizations.
- Oversee booking activities and relationships with touring partners.

#### Requirements

- Five (5) years in nonprofit or arts administration leadership, with experience managing staff and organizational growth.
- Strong understanding of nonprofit finance, budgeting, project management, HR, compliance, and multi-state business practices (e.g., hiring, insurance, contracting).
- Strategic thinking, with demonstrated success navigating complex systems and leading through change.
- Deep commitment to disability justice, access and equity as core organizational values.
- Strong communication skills, with ability to interpret and clearly communicate legal, financial, and operational materials to diverse audiences.
- Skills to work independently and in a fast-paced environment.
- Up to date COVID-19 Vaccination

#### Preferred Qualifications:

- Experience working in dance organizations or a touring dance company.
- Experience working with disability arts and justice and communities.
- Familiarity with NYC nonprofit regulations and multi-state operations.
- Experience working in leadership transitions.
- Familiarity with leading field questions and conversation

#### Additional Information

The scope of this position may evolve over time to best support Kinetic Light's ongoing artistic and organizational priorities.

##### Compensation & Work Environment

Hiring entity: Kinetic Light

Employment Classification & Timeline: At-will, Full-time (40 hours/week FTE)

#### Compensation & Benefits Package:

Salary of \$100,000–\$120,000 annually, commensurate with experience

Annual Paid Time Off (PTO) includes:

- All federal Holidays, including two floating holidays
- 10 vacation days
- 15 sick leave days per year
- 5 bereavement days per year
- Paid leave for Jury Duty
- Voting time
- Comp time
- KL Offices are closed the last two weeks of the year for rest and recuperation

Monthly Internet and phone reimbursements

QSEHRA Health Insurance Reimbursement of ~\$537.50 per month (adjusted annually)

401k retirement plan available for employee opt-in

Location: KL is a NYC-based organization with a hybrid/remote working structure. Occasional travel is required and occasional in-person office and/or production hours are required. Candidates must reside within same-day commuting distance of NYC in one of the following states: New Jersey or New York.

#### Work Environment:

- Flexible work environment and collaborative team culture.
- KL uses digital technology tools to advance its work, like Google Apps, Slack, Microsoft Office Suite, Zoom, Little Green Light, Mailchimp, etc.

#### Hiring Process

KL's hiring process includes five (5) steps and takes between 9-12 weeks to complete, as outlined below. KL aims to onboard a new Managing Director by April 2026. Outlined dates represent an estimate and are subject to change:

1. Open application period- until position is filled: Candidates should submit a cover letter, resume, and reference list via [this form](#). The position will remain open until filled, but priority will be given to submissions received by February 8, 2026 at 11:59pm ET. Resumes sent via email will not be considered.
2. Tier I Interviews [through February 27, 2026]: Candidate interviews will be conducted on video via zoom. Candidates are asked to submit accessibility requests directly in their application form so we can ensure your interview experience meets your needs. During the Tier I interview, candidates will meet with an HR representative for approximately 1 hour. Thereafter, if a candidate proceeds, Tier II interviews commence.
3. Tier II Interviews [through March 17, 2026]: During the Tier II interview, candidates will have a 30-minute conversation with the leadership team followed by a one hour interview with the entire KL staff.
4. Deliberations [through March 31, 2026]: Once all Tier II interviews have been completed, the KL staff deliberates. During the deliberations KL will ask candidates' permission to contact their references. After all references have been contacted and deliberations have adjourned, KL will reach out to the selected candidate with a job offer.
5. Onboarding [April 6, 2026]: Once a job offer is agreed upon, the open position is officially closed and onboarding begins.

Candidates can submit questions by emailing [hiring@kineticlight.org](mailto:hiring@kineticlight.org). Please note, this email is for questions related to the job posting only. Applications received via email will not be considered.

#### To Apply

To apply, please submit materials via [this submission form](#) by Sunday, February 8 at 11:59pm EST. Applications sent via email will not be considered.

#### Equal Opportunity Employer

Kinetic Light provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Disabled, BIPOC, SWANA, and LGBTQIA+ applicants are especially encouraged to apply.

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