



GARRISON INSTITUTE

Director, Contemplative-Based Resilience (CBR) Project

The Organization: The Garrison Institute

The Garrison Institute was established in 2003 as a not-for-profit, non-sectarian organization that explores the intersection of contemplation and engaged action in the world. Since its founding, the Institute has made the case for the relevance of contemplative-based approaches to social and environmental change, and demonstrated that they can be applied in practical, evidence-based ways while meeting scientific rigor and providing measurable, pragmatic results.

The Institute drives its mission by developing contemplative-based education and learning programs that transform how participants address specific civil society and environmental issues. Through its programs and retreats, the Institute has reached over 75,000 agents of change and equipped them with rigorous, innovative, contemplative-based tools and approaches.

Project Overview: Contemplative-Based Resilience (CBR)

The CBR Project was created in response to the need to address the chronic and acute stress that front line professionals experience. In the United States, the CBR Project offers trainings to society's "unsung heroes" – the social workers, community workers, legal professionals, hotline staff, and others providing support to the homeless; survivors of domestic and sexual violence; victims of child abuse; immigrants in need; those currently or formerly incarcerated; the chronically poor; and all under-served communities facing crises and discrimination. Our CBR International Project focuses on delivery to international aid workers, human rights advocates, and journalists. The CBR curriculum is designed to offer practical tools to those who work in highly stressful environments and are at risk themselves to experience enormous strain and burn-out. The Project teaches the ABCs of resilience: Awareness, Balance and Connection with trainings that provide practical skills and tools to maintain mental health and well-being. CBR provides an integrative, contemplative approach to managing stress which deeply supports front line workers while reducing burn-out and compassion fatigue among workers. Grounded in cutting-edge, evidence-based research the CBR Project was designed by experts in trauma care, humanitarian aid work, psychology, meditation, mindful body work, and educational pedagogy.

Position Summary

The Director will be responsible for the oversight and management of CBR Project work that takes place within the United States. Our ideal Director shares our vision for integrating contemplative methodologies into work for social transformation, is self-directed but highly collegial with an entrepreneurial spirit, has proven experience as a project leader with the professional background and drive to advance the CBR project's vision and work. This position will provide leadership focused on the development of trainings for front line professionals while establishing and strengthening partnerships and relationships with various agencies and organizations with the goal of enhanced resilience and mitigation of worker stress.

The position will report to the Institute's Director of Programs and will be supported by a Program Associate. This role will be based in Garrison, NY with some travel domestically and offers some telecommuting options.

Essential Functions and Responsibilities:

Leadership, Strategy & Partnership Development

- Provide strong visionary leadership, strategy and support to ensure benchmarks are met, goals are accomplished, and CBR's mission is achieved.
- Map out the sector landscape to identify, develop, cultivate and manage strategic partnerships with key organizations, agencies and domestic NGOs for the purposes of program growth and effectiveness.

Program Design & Implementation

- Access and fully utilize the scientific body of knowledge on resilience, psychological trauma, contemplative practices and humanitarian work to continually evolve the theoretical basis for trainings and advocacy.
- Facilitate a dynamic environment of learning, sharing and creative energy to inform, lead and inspire new ways to apply the CBR Project's work in challenging working environments.
- Implement training programs for front line social sector workers as well as customized trainings for specific agencies, including a portable "suitcase model" for off-site programming.
- Build out a talented pool of trainers and faculty to deliver the CBR domestic offerings.
- Identify and collaborate with academic entities in order to continue data collection and evidence-based research.
- Leverage the Project's existing research and documentation to further evolve the existing monitoring and evaluation processes.
- Continue development of existing evaluation tools to gather timely and actionable feedback from all stakeholders. Use evaluation findings to design action plans for program improvement and to build knowledge and excellence of developments and trends in the field.

Management & Operations

- Oversee all project operations ensuring that internal systems and processes for tracking program, financial, fundraising, and operational data are coordinated and streamlined for maximum efficiency, effectiveness and transparency.
- Provide management and oversight to support CBR staff and faculty.
- Monitor and administer the CBR Project budget in collaboration with the Director of Programs.

Resource Development and Communications

- Working with the Development team, create a comprehensive and adaptable fundraising strategy to maintain and expand CBR's revenue streams.
- Through effective cultivation and stewardship, engage current and potential donors including but not limited to individual donations, corporate contributions and sponsorships, grants, government funding and earned income strategies.
- Serve as the face of the CBR Project on the domestic front, promoting accomplishments, findings and vision to engage a range of audiences and stakeholders, including donors and potential funders, policy makers, media entities, peer organizations and partners.
- Working with the Communications and Marketing team, develop and integrate a set of communications tools for promoting the CBR Project's unique brand to include the creation and updating of content for website and other digital/social and traditional communication venues.

Job Requirements and Qualifications

- Advanced degree (Masters or PhD) in Social Work or a related field such as social service, public health, or psychology with 5-10 years of related management experience working the social sector field
- Innovative and strategic thinker capable of developing and implementing retreats and training

programs and building strong rapport and relationships with diverse stakeholders

- Proven leadership and management experience with excellent critical thinking, decision-making, and team building skills
- Deep, personal commitment to the mission and vision of the CBR Project as well as training and personal experience with contemplative approaches
- Exceptional oral and written communications abilities, effective listening and presentation skills comfortable representing the CBR Project at local and national events and meetings
- Possesses highest levels of integrity and professionalism, with ability and willingness to handle sensitive and confidential situations
- Possesses flexibility and adaptability to changing priorities
- Proficiency in Spanish language, with evidence of adaptability to other cultures
- Willingness to travel mostly within the U.S.
- Conducts and attends various trainings often held on evenings and weekends

To Apply:

Send your cover letter and a detailed resume to: recruitment@garrisoninstitute.org Please, no phone calls.

The Garrison Institute provides a competitive salary and benefits package. We offer an energized and motivated team of colleagues in a collegial and contemplative setting nestled along the Hudson River in Garrison, NY.

*The Garrison Institute is an equal-opportunity employer.
Individuals from diverse backgrounds are encouraged to apply.*