

Program Director for Developing People and Leaders
Tufts University

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Posted Oct. 22, 2025, set to expire Mar. 5, 2026

Job Title	Program Director for Developing People and Leaders
Department	Institutional Inclusive Excellence
Institution	Tufts University Medford, Massachusetts
Date Posted	Oct. 22, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Director/Manager
Academic Field(s)	Multicultural Affairs/Diversity
Job Website	https://jobs.tufts.edu/jobs/22429?lang=en-us&iis=Job+Board&iisn=AcademicKeys
Apply By Email	
Job Description	

Overview

The Office of the Vice Provost for Institutional Inclusive Excellence (OVPIIE) is comprised of a team of professionals and practitioners dedicated to sustained inclusive change. The office is informed by best practices, academic scholarship, and decades of experience leading institutional inclusive excellence work.

The OVPIIE prioritizes and aligns their efforts in advancing institutional inclusive excellence through four key pillars. These four pillars represent the distinct pathways through which meaningful change is articulated and implemented at Tufts and will inform the nature of their **ELEVATE** strategic vision process.

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- Developing People and Leaders - cultivating talent and leadership to drive inclusive excellence
- Informing and Advancing Policies and Practices - shaping policies and operational processes to promote inclusion
- Creating and Expanding Resources and Research - expanding resources and supporting research to advance shared goals
- Designing Community Targeted Educational Programs - crafting targeted programs to foster community and education

What You'll Do

The Program Director for Developing People and Leaders is responsible for aligning the campus community toward our shared vision of inclusion by designing, implementing, and assessing programs that strengthen inclusive excellence and build capacity for learning and growth across Tufts University. This role provides strategic direction for inclusive learning and trainings, leadership development initiatives, ensures alignment with institutional priorities, and fosters a culture of collaboration. The Program Director partners across the university with Human Resources, schools/units, and external partners to provide high-impact learning opportunities and programs focused on leaders to thrive in complex and dynamic environments.

Essential Functions:

- Designs and leads university-wide programs and initiatives to promote learning and development related to inclusive excellence.
- Creates, reviews and assesses inclusive learning and development curriculum, resources and programs for students, staff and faculty.
- Consults with and provides guidance to schools, academic departments and centers on their inclusive excellence learning strategies and initiatives.
- Creates and leads communities of practice centered on inclusive excellence.
- Serves on and chairs university-wide committees focused on inclusive learning and training education.

What We're Looking For

Basic Requirements:

Knowledge and experience typically acquired by:

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- The completion of a Master's degree in higher education, inclusive excellence, teaching and learning related fields
- Minimum years of professional work is 5 years
- Scholar/practitioner experience
- Experience in constructing training and education programs
- Experience with diversity and inclusion counseling
- Excellent facilitation skills
- Experience with assessment and research
- Strong curriculum development skills

Preferred Qualifications:

- Terminal degree
- Preferred experience is 7 year of professional experience
- Previous role in training, education, classroom instruction, program management

Pay Range

Minimum \$106,100.00, Midpoint \$132,600.00, Maximum \$159,100.00

Salary is based on related experience, expertise, and internal equity; generally, new hires can expect pay between the minimum and midpoint of the range.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

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