HUMANITIES WASHINGTON

We're hiring Director of Marketing & Advancement



LOCATION

Seattle, WA

POSTING DATE

October 27, 2026

Applications submitted by November 24 will be given full consideration.

Interviewing is anticipated in late November; early applications are strongly encouraged.

SALARY RANGE

$110,000-$130,000

Apply Now

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What does it mean to be human? These days, few questions feel more urgent and few organizations are better at helping people explore them together.

For more than 50 years, Humanities Washington has gathered neighbors around big ideas. In small-town libraries and museum galleries, people come to hear scholars and storytellers speak on everything from Washington history to artificial intelligence, and then stay to talk it through with others. Families read and discuss books together, master artists pass cultural traditions on to apprentices, and our State Poet Laureate brings poetry to communities across the state. Last year, more than 33,000 people joined us in 118 communities from Bellingham to Walla Walla. Now with a new strategic plan beginning in 2027, a larger Seattle office, and a curious, collaborative team that loves this work, we're reimagining how Washingtonians find and connect with the humanities. **We're looking for a storyteller to help write what comes next.**

As the first Director of Marketing & Advancement for Humanities Washington, **you'll shape how Humanities Washington tells its story and who hears it**, from brand and storytelling to video, podcasts, and new audiences. You'll also **lead our revenue team**. You'll **supervise our Fundraising Manager** and **hire a new Business Development & Partnerships Manager**, so that marketing, fundraising, and earned revenue tell one story worth funding. You don't need to be a career fundraiser, but you know how great communications grows support. This is a rare chance to help a beloved institution reintroduce itself to the state.

If you love big questions and bold plans, consider this your invitation.

Organizational Overview

Humanities Washington opens minds and bridges divides by creating spaces where people across the state can explore different perspectives. Founded in 1973 as Washington's affiliate of the National Endowment for the Humanities, Humanities Washington is an independent 501(c)(3) nonprofit that brings scholars, storytellers, tradition bearers, and communities together to reflect on our shared past, present, and future.

Our work centers on the idea that the humanities help us understand one another. We envision a state where all people seek a deeper understanding of others, themselves, and the human experience, in order to discern and promote the common good. If you've read a book, talked through an idea with a friend, attended a talk, or paused to wrestle with a big question, you've taken part in the humanities. They give us context, connection, and sometimes even comfort. As polarization grows and AI raises new questions about what makes us human, people are looking for places to gather in person and think through those questions with their neighbors. That is what we create.

Our values

- **Critical thinking**

  We encourage personal reflection, open-mindedness, lifelong learning, and truth-seeking.

- **Stewardship**

  We uphold public trust through impactful and transparent use of resources.

- **Belonging**

  We want people of all ages, means, and cultures to feel welcome and valued in our organization and programs.

- **Connection**

  We promote healthy dialogue between people with differing perspectives to build and strengthen community relationships.

- **Respect**

  We believe people are equal in dignity and strive to create welcoming spaces that promote the productive exchange of ideas.





OUR WORK ACROSS WASHINGTON

Humanities Washington partners with libraries, museums, schools, tribes, and cultural organizations to bring the humanities to communities of every size. Our programs include:

Speakers Bureau
Scholars, cultural experts, and storytellers give public talks on everything from Washington history to philosophy to artificial intelligence.

Grants and Awards
Funding for projects that bring people together to discuss, debate, and tell stories through the lens of the humanities.

Public Humanities Fellows
The first paid public humanities fellowship of its kind in Washington, supporting early-career humanists as they create public projects that support underserved communities.

Washington State Poet Laureate
Presented with ArtsWA, this program builds awareness and appreciation of poetry through readings, events, and projects across the state.

Family Reading
Through Prime Time Family Reading and Prime Time Preschool, children and their families read, think, discuss, and learn together.

WACultures
A partnership with ArtsWA that helps cultural traditions thrive across the state, including Heritage Arts Apprenticeships that pair master artists with apprentices in traditions such as Ravenstail weaving and Palestinian embroidery.

Humanities Washington in 2025

118
Cities & Towns across WA State

33,039
People attended 500+ Events

316
Partners & Host Organizations

Our Team

The Humanities Washington team is small, curious, and collaborative. We care deeply about the communities we serve. Our in-office days are full of conversation and idea sharing, and we bring warmth and good humor to meaningful work. We are:

- **Endlessly curious:**
  Curiosity is our superpower. We're drawn to big questions about the human experience, and we bring that energy to every program, partnership, and conversation.
- **Collaborative and open to new ideas:**
  We respect one another's expertise, share ideas freely across roles, and are willing to try new things. Good ideas can come from anyone.
- **Playful at heart:**
  The humanities don't have to be stodgy or academic, and neither do we. We have fun together and believe joy makes the work better.
- **Committed to all of Washington:**
  We work alongside partners in communities of every size across the state. We want people of all backgrounds to feel welcome in the humanities.

Commitment to Equity: All Are Welcome

Humanities Washington works with scholars, tradition bearers, cultural organizations, and communities to open minds and bridge divides by bringing people together around the humanities.

Humanities Washington's Board of Trustees and Staff will work proactively to ensure open and welcoming engagement in every area of our organization, prioritizing authentic community collaboration and engagement with people and communities whose perspectives have not been traditionally represented in the humanities.





Opportunities and Essential Duties of Position

The Director of Marketing & Advancement is a new senior role. It was created to shape how Humanities Washington tells its story and shares its mission with the world, and to grow the resources that sustain its work. This leader reports to the CEO, joins a four-person leadership team, and will bring marketing, fundraising, and earned revenue together into one integrated strategy. It's a builder's role for someone who takes initiative, enjoys autonomy, and is excited to create something new at a pivotal time. Key responsibilities include:

Define How Washington Sees Us

Lead Humanities Washington's positioning, brand, and marketing strategy, from brand standards and unified messaging to a marketing calendar and clear measures of what's working. Establish the organization as a trusted voice on why the humanities matter to civic life and community well-being. Direct contractors and vendors for day-to-day communications so you can focus on strategy.

Reach New Audiences

Grow Humanities Washington's visibility beyond those who already love the humanities, including younger Washingtonians, the business community, and a politically diverse cross-section of the state. Turn stories from programs across Washington into video, podcast, and social content, and help design new ways for people to find and engage with our work. Travel the state to meet partners and trustees and see the work firsthand.

Lead and Grow the Team

Supervise and coach the Fundraising Manager and Business Development & Partnerships Manager, helping each succeed and surface opportunities for the other. Partner with program staff to gather the metrics, impact data, and stories that fuel revenue work, and clarify roles as the new structure takes shape.

Launch New Earned Revenue Lines

Lead the effort to turn 50 years of program expertise into new earned income, such as programs for companies, consulting and facilitation, and services for other humanities organizations. Shape the new Business Development & Partnerships Manager role, lead the hiring process, and set realistic, shared goals that protect the integrity of our mission and our commitment to accessible programming.

Build an Integrated Revenue Strategy

Bring marketing, fundraising, and earned revenue together into one coordinated plan for a stable, diversified revenue base. Support the CEO and Fundraising Manager as they work toward an organization-wide goal of $800,000 or more in contributed revenue. Serve as a creative thought partner on campaigns and the case for support, and explore new models such as membership.

Help Shape Our Next Chapter

Serve on the leadership team and help guide Humanities Washington's strategy, including the 2027 strategic plan. Help colleagues embrace new audiences, earned revenue, and clear goals as part of our next chapter.

The Ideal Candidate

Humanities Washington is seeking a creative, strategic, and collegial leader who is equally at home with big ideas and bottom lines. The ideal candidate is a builder and an optimist who can see what the organization could become and bring others along. While we don't expect any single candidate to bring every quality below, we are looking for:

Marketing and Brand Expertise

A strong track record of building integrated marketing strategies that raise visibility and grow audiences, especially younger and newer ones, and those that reflect the full diversity of the communities we serve. Fluency in digital and social media, and experience getting results with limited resources and outside contractors. Strong writing and storytelling skills, and an ear for a voice that is friendly and accessible, not academic.

Leadership Through Change

Experience supervising and developing staff. A results-oriented leader who can hold goals even when it's uncomfortable, and who leads change with patience, listening, and respect for what already works. The confidence to bring in current best practices and offer respectful pushback.

Revenue Acumen

A working knowledge of fundraising, membership, and earned income, and enough fluency to partner with revenue colleagues. You don't need to be a career fundraiser, but you have grown a diverse base of supporters and know how to make a compelling case for support that resonates across communities. You're comfortable using data to guide decisions.

Humanities Fluency

An understanding of what the humanities are and the ability to explain why they matter to many audiences, including skeptics. A curious, empathetic outlook and comfort engaging people across the political spectrum. Cultural fluency and experience connecting with communities historically underrepresented in the humanities. A background in the humanities or a related field (museums, libraries, cultural organizations, or civic communications) is a plus, as is experience communicating with public officials.

Relational Presence

A warm, optimistic, and genuine presence, with the relational skill to build trust quickly with staff, board, partners, and donors. A strong sense of self, comfort working autonomously, and a playful spirit that fits a close-knit, collaborative team.

Ability to Connect Across Washington

A willingness to learn Washington's places and people, from urban centers to rural towns and tribal communities, and to discover what resonates with each. You don't need to be from here, just ready to get to know the state and build relationships across it.

Compensation and Benefits

This is a full-time, salaried exempt position. The expected salary range is **$110,000-$130,000**, depending on qualifications and experience. The role includes some evening and weekend commitments, balanced by flexibility during the week, and occasional travel throughout Washington State. Humanities Washington offers a comprehensive benefits package, including:

Health and security: Medical, dental, and vision insurance (90% of employee premiums covered), fully paid life and long-term disability insurance, and optional FSAs.

Retirement: A 403(b) with an automatic 3% employer contribution plus up to a 3% match.

Time off and flexibility: Vacation starting at 10 days and growing to 20 with tenure, 12 days of sick and safe leave, 8 paid holidays plus a winter break from Christmas Eve through New Year's Day, and 3 personal holidays. A hybrid schedule with three days a week in office, and a monthly internet and phone stipend.

How to Apply

Apply here: https://cloversearchworks.hire.trakstar.com/jobs/fk0znlf

Online applications only, **please no email or paper submissions**. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your skills and experience position you to help Humanities Washington tell its story and grow its support.

Applications received by November 24 will be given full consideration; early applications are strongly encouraged! All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; phone and in-person interviewing is anticipated to begin in late November.

Questions regarding this opportunity are welcomed and can be directed to:

SUMI BHAT-KINCAID
sumi@cloversearchworks.com
Schedule a 15-minute informational call with Sumi via **Calendly**

CLOVER SEARCH WORKS

Clover Search Works facilitates leadership searches for nonprofit organizations whose missions strengthen communities. Clover is honored to be partnering with Humanities Washington in this search.