

**The Kitchen
Deputy Director
Job Description**

ABOUT THE KITCHEN

Founded in 1971 as an artist-driven collective, The Kitchen today reaffirms and expands upon its originating vision as a dynamic cultural institution that centers artists, prioritizes people, and puts process first. Programming in a kunsthalle model that brings together live performances, exhibition-making, and public programming under one roof, The Kitchen empowers its audiences and communities to think creatively and radically about what it means to shape a multivalent and sustainable future in art. The Kitchen seeks to cultivate and hold space for wild thought, risky play, and innovative and experimental making, encouraging artists and cultural workers alike to defy boundaries and sending them into the world to remake art history and catalyze creative change.

Among artists who have presented significant work at The Kitchen are Muhal Richard Abrams, Laurie Anderson, ANOHNI, Robert Ashley, Charles Atlas, Kevin Beasley, Beastie Boys, Gretchen Bender, Dara Birnbaum, Anthony Braxton, John Cage, Lucinda Childs, Julius Eastman, Philip Glass, Leslie Hewitt, Darius James, Joan Jonas, Bill T. Jones, Devin Kenny, Barbara Kruger, Simone Leigh, Ralph Lemon, George Lewis, Robert Longo, Robert Mapplethorpe, Sarah Michelson, Tere O'Connor, Okwui Okpokwasili, Nam June Paik, Charlemagne Palestine, Sondra Perry, Vernon Reid, Arthur Russell, Cindy Sherman, Laurie Spiegel, Talking Heads, Greg Tate, Cecil Taylor, Urban Bush Women, Danh Võ, Lawrence Weiner, Anicka Yi, and many more.

OVERVIEW

The Kitchen seeks a Deputy Director to serve as a senior operational and organizational leader during a critical period of institutional transition. Reporting directly to the Executive Director & Chief Curator, the Deputy Director will play a central role in aligning internal operations, labor relations, and capital project needs with The Kitchen's artistic mission and values.

This role functions as a connective tissue across departments—supporting staff, ensuring organizational stability, and acting as a key point of coordination for the ongoing renovation and capital project. The Deputy Director will also support efforts specific to The Kitchen Union, helping to foster transparent communication, trust, and sustainable working conditions within the organization.

Why This Role Matters

At a moment when The Kitchen is balancing artistic experimentation, labor equity, and long-term institutional investment, the Deputy Director will be essential to holding the organization together—ensuring that values are upheld not only in programming, but in how the institution operates and cares for its people.

Key Responsibilities

Organizational Leadership & Operations

- Act as a senior partner to the Executive Director & Chief Curator, supporting day-to-day organizational leadership and long-range planning.
- Translate institutional priorities into operational plans that support staff, programs, and financial sustainability.

- Identify and address organizational challenges proactively, ensuring continuity and care during periods of change.

Labor Relations & Union Support

- Support organizational efforts specific to The Kitchen Union, serving as a consistent and informed liaison between leadership and union representatives.
- Help facilitate clear communication, documentation, and follow-through related to union agreements, policies, and workplace practices.
- Work collaboratively to support a healthy labor environment grounded in transparency, respect, and shared accountability.
- Ensure that organizational policies and management practices align with negotiated agreements and evolving workplace needs.

Renovation & Capital Project Coordination

- Act as an internal bridge for matters related to the organization's renovation and capital project, coordinating across departments to address operational impacts and needs.
- Support the planning and implementation of systems, workflows, and timelines affected by construction, relocation, or phased reopening.
- Serve as a point of contact for internal stakeholders to surface issues related to facilities, access, staffing, and program continuity during the renovation period.
- Collaborate with senior staff, consultants, and external partners to ensure institutional readiness and alignment.

Cross-Departmental Collaboration

- Foster strong communication and collaboration across departments, helping to break silos and align teams around shared goals.
- Support department heads in navigating change management, staffing needs, and resource allocation.
- Help ensure that internal processes are equitable, sustainable, and responsive to staff feedback.

Governance & Institutional Support

- Support interactions with the Board of Trustees as needed, including preparation of materials related to operations, labor, and capital planning.
- Assist in ensuring organizational compliance, risk management, and institutional best practices.
- Represent The Kitchen internally and externally as appropriate, with sensitivity to its history, community, and public role.

Qualifications

- 8–10+ years of senior management experience within arts, culture, or mission-driven organizations.
- Demonstrated experience navigating labor relations, unionized environments, or complex workplace dynamics.
- Strong operational and organizational leadership skills, with experience managing change during periods of growth or transition.
- Familiarity with capital projects, renovations, or large-scale infrastructure initiatives within nonprofit or cultural institutions.
- Excellent interpersonal, communication, and problem-solving skills.

- Ability to lead with empathy, clarity, and firmness when needed.
- Deep alignment with The Kitchen's mission as an alternative, artist-centered institution.

Compensation and Benefits

The salary for this role is \$150,000. This is a full-time position at 40 hours/week and includes medical, vision, and dental insurance and paid time off. The position is exempt according to the Fair Labor Standards Act. Salary commensurate with experience, skills, and knowledge. Candidates must be authorized to work in the United States.

Equal Opportunity Employment

The Kitchen's avant-garde history is rooted in an experimental institutional model that informs our approach to collaborating with artists through an ambitious and dynamic creative program. As part of our current commitment to DEAI, we recognize that an experimental artistic program requires an experimental and innovative team of contributors. Our staff is critical to our mission. With this in mind, we recognize that experiences across candidates may vary; we encourage you to apply based on your interest first and share with us in your cover letter what sparks your passion for this position. We are pleased to have been made aware of your candidacy as we continue to grow our community.

The Kitchen is an Equal Opportunity Employer. We do not discriminate because of age, sex, religion, race, color, creed, national origin, alienage or citizenship, disability, marital status, partnership status, veteran status, gender (including gender identity), sexual orientation, or any other factor prohibited by law.

Only candidates selected for interviews will be personally contacted. No phone calls, please. Interested candidates should email your resume and cover letter as a single PDF to jobs@thekitchen.org with "Deputy Director" in the subject line. Applications will be reviewed on a rolling basis, with the application review period closing at 12PM EST on Monday, September 14, 2026.