



Director of Leadership Formation and Coaching

Job Title: Director of Leadership Formation and Coaching

Department: Programs

Reports to: President

Direct Reports: None

Location: New York City (office-based; program intensives require on-site presence)

Status: Full-Time (32 hours per week), Exempt, Benefits Eligible

AUBURN THEOLOGICAL SEMINARY

Mission: Auburn identifies and strengthens leaders—from the pulpit to the public square—to build communities, bridge divides, pursue justice, and heal the world.

For more than 200 years and rooted in the Christian tradition, Auburn Theological Seminary has envisioned a future where people from all walks of life celebrate connection and build community across religious and cultural differences. Auburn Theological Seminary focuses its work on the lives, laughter, joys, sorrows, pains, and imaginations of faith leaders. Auburn's leadership formation portfolio is built on a foundational conviction: that leaders are formed through experience, not just trained or taught concepts about leadership. Each of Auburn's four leadership formation programs — Emerging Leaders, Connecting Generations, Elders, and Coaching program — uses simulation-based and experiential learning methodologies to help faith leaders encounter themselves, their vocation, and their communities with greater depth, clarity, and capacity. Participants do not come to Auburn to sit in lectures. They come to be moved, challenged, and renewed through carefully designed experiences that draw on the full range of who they are as leaders and human beings.

The Director of Leadership Formation and Coaching hold this portfolio. Auburn seeks someone who is future-focused, healing-centered, hope-filled, imaginative, and driven to excellence in everything they do. They must bring theological depth, facilitation excellence, and genuine pastoral presence to every program. The director will work in close partnership with the President to continuously refine and deepen Auburn's programs, build the participant community that sustains them, and carry Auburn's healing-centered approach to vocational leadership formation into every room they enter.

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This is a New York City-based role. The Director of Leadership Formation and Coaching is expected to be present in the office leading programs and cultivating the institutional partnerships, denominational relationships, and faith communities that enroll in and sustain Auburn's programs.

RESPONSIBILITIES

Program Leadership

- Serve as the primary program leader for Auburn's four experiential and simulation-based leadership development programs: Emerging Leaders, Connecting Generations, Elders, and Coaching.
- Work in close and ongoing partnership with the President to deepen each program's curriculum, simulation model, coaching framework, and overall participant experience.
- Lead or co-facilitate all program simulations and cohort sessions, bringing a grounded, theologically credible, and relationally attuned presence to every program moment.
- Design and steward the vocational formation arc across all programs, ensuring participants are engaged spiritually, personally, and professionally throughout their time with Auburn.
- Build and maintain relationships with Auburn-trained coaches and team members who support program delivery, ensuring quality, coherence, and alignment with Auburn's healing-centered approach.
- Continuously evaluate program effectiveness through participant feedback, facilitation debrief, and ongoing dialogue with the President, bringing learning into each new cohort cycle.
- Build and maintain relationships with the denominational partners, non-profits, adjudicatory bodies, seminaries, and faith communities whose leaders participate in each cohort.

Coaching

- Lead Auburn's coaching training program, a one-on-one and small-group coaching program to train leaders to be Auburn coaches.
- Facilitate the program's intake process, matching model, and coaching framework, ensuring each participant is aligned with Auburn's healing-centered, vocation-focused methodology.
- Maintain and develop Auburn's network of certified spiritual coaches, providing ongoing formation, quality assurance, and theological grounding for coaches across the program.





- Develop and maintain program evaluation methodology, tracking participant outcomes and coaching impact across the full cohort.

Partnership and Enrollment Development

- Build and maintain relationships with the institutional partners — denominations, dioceses, seminaries, faith-based nonprofits, and congregational networks — whose leaders participate in Auburn's programs.
- Work with the President and Director of Community Development to develop organizational cohort relationships and institutional sponsorships that generate enrollment and earned revenue across all four programs.
- Maintain relationships with program alumni across all four programs, supporting their ongoing vocational formation and their connection to Auburn's broader community.

Collaboration and Integration

- Work closely with the Director of Community Development to ensure each program's participant onboarding and offboarding is as intentional and well-designed as the program itself, from first contact through post-program alumni engagement, and to connect program alumni to Auburn's donor cultivation and community engagement work.
- Contribute program narratives, participant stories, and outcome documentation to support marketing, funder reporting, and grant writing.
- Work with the President and Director of the Office of the President to represent Auburn's leadership development portfolio at signature events including the April 14 Anniversary Event and the Heal the World Summit.

Other duties as assigned.

QUALIFICATIONS

- Ph.D. in Practical Theology, Religious Education, or a closely related field or Ed.D. with a focus on adult learning, leadership formation, or vocational development preferred; or equivalent terminal degree with commensurate experience.
- 2–5 years of experience designing and facilitating experiential and simulation-based leadership development programs for faith leaders across generations, traditions, and vocational contexts.
- Genuinely future-focused, healing-centered, hope-filled, imaginative, and driven to excellence, not as aspirational qualities, but as lived orientations that show up in how this person designs programs, relates to participants and team members, and approaches the work every day.

- Deep knowledge and practice of healing-centered and vocation-focused leadership formation pedagogy; ability to name, embody, and lead this framework across diverse participant communities.
- Demonstrated facilitation excellence in program intensives, simulations, and retreat settings; comfort holding a room of or conversation with senior and emerging leaders with equal credibility and presence.
- Experience with spiritual direction, vocational coaching, or formation accompaniment.
- Genuine pastoral warmth and the relational capacity to build deep trust with participants across denominations, generations, and theological traditions.
- Entrepreneurial spirit and comfort working in a dynamic, fast-moving environment where programs are actively growing and being refined in real time.
- Deep commitment to Auburn's mission and values, including healing-centered leadership, vocational formation, intergenerational community, and multifaith engagement.
- Ability to work on or in a team environment where trust is held by the circle of leaders, and we lead with love.
- Established New York City relationships in faith leadership, denominational, or seminary networks, or a clear and credible plan to build them; this role requires active NYC presence to sustain Auburn's enrollment and partnership ecosystem.

Work Week: Auburn observes a four-day workweek (Tuesday–Friday, 9am–5pm ET). This is a full-time, exempt position and will require time beyond these hours for program intensives, facilitation, travel, and events.

Salary Range: \$100,000 – \$115,000.

Benefits: Competitive package including healthcare, dental, vision, HRA, retirement plan, and additional wellness programs.

Human Resources Information

Auburn Theological Seminary is an Equal Opportunity Employer and is committed to complying with all federal, state, and local equal employment opportunity ("EEO") laws. Auburn Theological Seminary prohibits discrimination against employees and interns and other persons providing services pursuant to a contract at an Auburn Theological Seminary workplace (such as freelancers, independent contractors, subcontractors, and vendors), and applicants for employment (or for an internship or third-party contractor position described



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above) because of the individual's race, creed, alienage, citizenship, color, sex (including pregnancy), religion, national origin, age, sexual orientation, disability, gender identity or expression, marital status, partnership status, caretaker status, genetic information or predisposing genetic characteristics, military status, Vietnam era veteran status, domestic and sexual violence or stalking victim status, prior arrest or conviction record, political affiliation, or any other characteristic protected by law.

Auburn Theological Seminary will provide reasonable accommodation consistent with the law to otherwise qualified staff members and applicants based on disability, pregnancy, religious observance or practices, or as otherwise required by law (including with respect to status as a victim of domestic violence, sex offenses, or stalking, and lactation needs). What constitutes a reasonable accommodation depends on the circumstances and thus will be addressed by Auburn Theological Seminary on a case-by-case basis.

About Auburn

Vision

Leaders of faith and moral courage have guided social change throughout our nation's history—from the abolition of slavery and the fight for Civil Rights to the struggle against gun violence and global warming. Auburn Theological Seminary advances a vision for a multi-racial, multifaith world marked by respect and dignity for all.

Mission

Auburn identifies and strengthens leaders—from the pulpit to the public square—to build communities, bridge divides, pursue justice, and heal the world.