

Director of Historic Preservation Workforce Training Program



Full Time with Benefits

Rivers of Steel Heritage Corporation, managers of the Rivers of Steel National Heritage Area, is seeking a full-time director of the historic preservation workforce training program.

Position Description

The director of historic preservation workforce training will assist in the development and implementation of the new Historic Preservation Workforce Training program at Rivers of Steel, under the guidance of the senior director of programs and regional partnerships and the vice president / chief operations officer.

Primary Duties

- Work with staff, leadership, and planning consultants to develop a sustainable strategy for workforce programs, including a business plan and curriculum necessary to implement the program vision throughout the eight-county National Heritage Area
- Field research necessary to develop and maintain program relevance and sustainability, informed by an understanding of regional workforce needs and opportunities
- Develop a recruitment strategy and with employers to identify and prioritize skill gaps
- Support and oversee the workforce training manager to identify and recruit students
- Overall leadership of the Workforce Training program, including supervision of the historic preservation workforce training manager, trainees, and additional part time staff/consultants
- Oversee all workforce-related projects at Rivers of Steel sites and work collaboratively with the Rivers of Steel director of facilities and staff to support workforce trainees working on internal preservation projects
- Work with the senior director of programs to build partnerships for Rivers of Steel with other organizations, businesses, and related entities that provide opportunities for workforce trainees
- Assess and interpret data collected on program outcomes to develop / hone strategies for future growth
- Work with regional heritage partners to initiate historic preservation projects and integrate on-the-job experiences for workforce trainees
- Assist the director of development and senior programs director in fundraising activities, grant writing, and other revenue-generating opportunities that support workforce development
- Develop partnerships with local industry, community colleges, career and technical education centers, trade schools, apprenticeship programs, and workforce investment boards
- Attend staff meetings, and other meetings biweekly, as well as programs and events sponsored by Rivers of Steel and/or other organizations or entities as required
- Participate in regional meetings, conferences, seminars, and task force initiatives, as needed, to support program growth
- Perform other duties and responsibilities, as required

**RIVERS
OF STEEL**

623 East Eighth Avenue
Homestead, Pennsylvania 15120
412.464.4020 riversofsteel.com

The director of the historic preservation workforce training reports directly to the senior director of programs and regional partnerships, working collaboratively with staff from other Rivers of Steel departments, as appropriate. The director will perform other duties and responsibilities as required.

This full-time position is based at Rivers of Steel's main office at the Bost Building, located at 623 E. Eighth Avenue, Homestead, PA 15120.

REQUIREMENTS AND QUALIFICATIONS

Qualified candidates will possess the following attributes:

- Undergraduate degree in workforce education or a related field is preferred, or at least five years of upper management experience in workforce-related field
- Knowledge of the local, regional, and national labor market / trends is essential
- Excellent interpersonal, verbal communication, time management, as well as written and organizational skills
- Prior experience with and/or understanding of the historic trades is highly preferred
- Candidates should be computer literate with the ability to analyze data with knowledge of various software applications and have proficient use of software technology that assists in tracking program results
- Ability to work independently and collaboratively
- Strong public speaking, networking, and relationship-building skills
- High energy, drive, and entrepreneurial skills
- Demonstrated ability to make self-directed decisions and prioritize responsibilities
- Experience managing grant-funded projects and assisting with application and reporting requirements
- Experience in a nonprofit organization strongly preferred
- Experience working with individuals from diverse sectors and backgrounds
- Enthusiasm for Rivers of Steel's mission; demonstrated passion for historic preservation, arts and culture, community development and/or tourism—as an ambassador of Rivers of Steel, applicants are expected to enjoy working with the public and develop an evolving knowledge of the organization and the region's cultural assets

PHYSICAL DEMANDS AND WORK SCHEDULE

- Candidates must possess a valid Pennsylvania driver's license and have a reliable vehicle available for work use
- Must clear all applicable Commonwealth of Pennsylvania background checks, including Pennsylvania Child Abuse History (Act 33), Pennsylvania State Police (Act 34), and FBI fingerprinting (Act 114)
- All employees are required to be fully vaccinated for COVID-19 or submit to a weekly COVID test
- Ability to undertake some physical activity and work, including light lifting
- Availability to work weekdays and occasional evenings / weekends and holidays
Please refer to Rivers of Steel's Employee Handbook for official policies.
- While the candidate will work at the office, regular travel will be necessary to meet with partners throughout the eight county National Heritage Area.



APPLICATION INSTRUCTIONS

Please provide a detailed resume and cover letter delineating your relevant experience to employment@riversofsteel.com.

Applications will be accepted until the position is filled; however, applications received on or before February 16, 2024 will receive priority consideration. Only applicants most closely qualified for the position will be contacted for an interview.

Rivers of Steel is an equal opportunity employer and does not discriminate in hiring, transferring, promoting, terminating, paying, training, benefits, or other actions affecting employees. Rivers of Steel does not make any personnel decisions based on race, color, sex, age, national origin, religion, ancestry, marital status, veteran's status, non-job related disability or handicap, or other prohibited criteria.

SALARY & BENEFITS

Rivers of Steel offers a competitive salary and employee benefits compensation package including health, retirement, vacation, and leave time.

ABOUT THE HISTORIC PRESERVATION WORKFORCE TRAINING PROGRAM

Rivers of Steel's Historic Preservation Workforce Training Program is one of five strategies outlined under the Partners for a Creative Economy network. The training program creates new opportunities for the region's workforce through a hands-on curriculum that builds occupational skills and a practical understanding of the traditional trades commonly used to restore and preserve historic structures. Trainees will learn skills in sensitive surface preservation, historic masonry restoration, structural welding (Arc and MIG), blacksmithing, traditional foundry work, basic carpentry, basic structural engineering, and more through active preservation projects on Rivers of Steel's historic assets and Heritage Partner projects.

ABOUT RIVERS OF STEEL

Founded on the principles of heritage development, community partnership, and a reverence for the region's natural and shared resources, Rivers of Steel strengthens the economic and cultural fabric of western Pennsylvania by fostering dynamic initiatives and transformative experiences.

Rivers of Steel showcases the artistry and innovation of our region's industrial and cultural heritage through its historical and 21st-century attractions—offering unique experiences via tours, workshops, exhibitions, festivals, and more. Behind the scenes, Rivers of Steel supports economic revitalization, working at the grassroots level to deepen community partnerships, promote heritage tourism, and preserve local recreational and cultural resources for future generations.

