

Director of Creative Reuse — Perennial

Full-Time (32-35 hours w/option of 4 day work week)

Salary: \$40,000 - \$45,000 + Benefits

Applications will be accepted and reviewed until 06/08/2026.

Perennial is an equal opportunity employer. We do not discriminate based on race, color, gender, gender expression, sexual orientation, national origin, faith, disability, age, or veteran status.

About Perennial

Perennial is a community workshop in St. Louis dedicated to making sustainability accessible to all through arts-based education. We teach people how to reuse and repair everyday materials, reduce waste, and build more creative, resourceful lives. Through supplies, skills, and swaps, Perennial changes the way we think about *stuff*.

Perennial's mission is to build a creative culture of reuse where discarded items are transformed into cherished resources. We believe in inclusive creativity, hands-on learning, and the power of community. Perennial's values are sustainability, creativity, resourcefulness, accessibility, and fun.

Perennial is seeking a Director of Creative Reuse who is organized, creative, and committed to the mission of reuse. An ideal candidate will thrive in both day-to-day programming execution and logistics while also providing strategy and vision as part of Perennial's leadership team.

Position Summary

Perennial's Director of Creative Reuse (DoCR) is responsible for planning, overseeing, and, in some cases, executing a series of unique creative reuse programs. This role provides leadership across Perennial's three core programs: supplies, skills, and systems. The DoCR works collaboratively with staff, artists, participants, volunteers, and members to create a warm, welcoming environment where creativity and sustainability thrive.

The DoCR is responsible for ensuring programs are mission aligned, accessible, and high quality. Because Perennial is a hands-on, community-centered workshop, the DoCR plays an active role in the daily life of the organization.

Primary Responsibilities

Program Planning + Execution

- Develop and coordinate 300 total public classes, split into two seasons per year, with the help of Woodshop Specialist, Reuse Specialist, and volunteers
- Coordinate and execute 4 quarterly clothing swaps, coordinating help from contractors and volunteers
- Plan and execute 1-2 Repair Fair Events per year, coordinating help from volunteers
- Supervise Shop Specialist to meet goals for the Perennial Supply Exchange
- Teach contracted event workshops and crafting events at Perennial and off-site locations, coordinating with additional Teaching Artists as needed
- Maintain positive and professional relationships with Program Partners, Contracted Teaching Artists, and Staff to execute programs
- Manage communications with contracted Teaching Artists from recruitment of new instructors, to lesson plan development help and reviews, to post-workshop follow up, with an emphasis on Perennial's values of sustainability and resourcefulness
- Ensure program planning is aligned with Perennial's mission, values, and program goals

Accessibility + Community Engagement

- Evaluate all programs to ensure community access opportunities
- Respond to participant inquiries and feedback in a timely manner
- Approve and collaborate on community partner projects that meet community need and further Perennial's mission
- Manage Perennial's community access initiatives including:
 - Work Trade Program
 - Community Circle Scholarship Program

Staff Support + Organizational Culture

- Supervise and nurture development of part-time staff and contracted artists through regular check-ins and clear communication
- Conduct annual reviews and offer ongoing feedback, celebrating achievements and supporting challenges
- Lead hiring of supervisees using thoughtful, equitable processes that reflect Perennial's values
- Help maintain a workplace where collaboration, empathy, and creativity are daily practices
- Help develop new policies and procedures for the organization
- Provide vision and project management for building improvements

perennial

community workshop + store
www.perennialstl.org

Perennial's mission is to build a creative culture of sustainability in which discarded items are transformed into valued and cherished resources.

Leadership + Strategy

- Work closely with the Executive Director to accomplish strategic plan goals
- Lead program evaluation and plan for strategic program changes
- Participate in organizational budget process
 - Oversee program budgets, monitoring revenue and costs associated with supplies and equipment

Required Candidate Qualities

Perennial seeks an imaginative but detail-oriented problem solver with excellent organizational and communication skills. The ideal candidate will be passionate about creative reuse and a life-long learner.

- Combination of education and practical experience equal to 3 years in program management for the arts, sustainability, and/or community building
- 1-2 years professional arts experience or arts education
- Experience successfully managing multiple employees
- Ability to juggle many tasks at once with grace, flexibility, and positivity
- Teaching experience
- Excellent written and verbal communication skills
- Proficiency in Excel, Google Drive, Dropbox, Google Calendar, and Wordpress
- Self-directed and committed to providing a quality experience for staff and teaching artists and program participants
- Positive personality interested in working in a fun, creative, and non-traditional office environment
- Reliable transportation for off-site events and workshops and supply pick-up

Ideal Candidate Qualities

- Experience working with diverse communities and building inclusive, welcoming environments
- Experience with building/installation
- A collaborative leadership style that values communication, listening, and shared decision-making
- Financial literacy and experience working with budgets
- A desire to grow alongside the organization, learning from staff, participants, and community partners

Perennial welcomes applicants with a wide range of lived and professional experiences. We encourage people who see themselves in this role—even if you do not meet every qualification—to apply.

Compensation & Benefits

Salary: \$40,000 - \$45,000

Benefits include:

- Flexible schedule. Position is 32-35 hours per week with an option for a 4-day work week (Saturdays are required). Some evening coverage is required as needed.
- 10 days PTO + two weeks of annual creative holidays (in July and December)
- SIMPLE IRA with up to 3% employer match
- \$150/month health & wellness stipend
- One-month paid sabbatical during 4th year of full-time employment

How to Apply:

Please use this [link to apply](#). You will be asked to upload your resume and cover letter and answer 3 application questions. If you have technical difficulties with your application please email info@perennialstl.org.

What to Expect:

We believe in a thoughtful, transparent, and equitable hiring process.

- Applicants will receive an email confirming their materials and next steps.
- Applications will be reviewed by multiple organization stakeholders.
- If selected to move forward, a majority of phone and in-person interview questions will be shared in advance so candidates can offer considered responses.

We look forward to hearing from you.