



ANNOUNCEMENT OF OPEN POSITION

Title of the position:	Diversity Research Historian
Location:	D&L offices, 2750 Hugh Moore Park Road, Easton, PA
Reports to:	Director of Museum & Education
Type/Term of employment:	Full-Time (40 hr. workweek), Non-Exempt, Fixed Term (January 1, 2022-December 31, 2022)
Compensation:	\$42,500 annual salary plus benefits
Expected Start Date:	January 1, 2022

General Description: The Diversity Research Historian is a temporary, grant-funded position to research and share the under-represented stories of women and African-Americans relating to the industrial heritage of Delaware & Lehigh National Heritage Corridor (a five-county region in eastern Pennsylvania). He/she/they will initially focus on uncovering personal narratives of women for the special exhibition entitled “Beyond Rosie and Rivets: Industrial Women in the D&L Corridor”. Scheduled to open in April 2022 at the National Canal Museum, it will delve into the untold stories of the women who worked in some of our region’s iconic industries, such as steel and silk production, and explore issues of gender discrimination and the evolution of women in the American workforce. He/she/they will also add to the historical record by conducting oral history interviews with women who held/hold industrial jobs about their experiences. Following the exhibition’s opening, the focus of the Historian will shift to investigating the roles of African-Americans in the D&L Corridor, particularly on the region’s anthracite canals and related industries from 1830 to 1930. The research objectives will be to collect and interpret population and employment data about African-Americans in the Corridor as well as individual stories of the lives of local African-American men and women, especially as it relates to their work on the canals, railroads, and other related industries. As there has not been previous significant scholarship in this area, we expect this will involve considerable research using primary resources such as oral histories, census data, and employment records held in archives throughout the region. It will also involve outreach to community partners such as the local chapter of the NAACP. Throughout the year, the Historian will also produce engaging content related to their findings for social media and the museum’s website, and seek opportunities to present research findings at both academic and public forums. The position is based at the D&L office in Easton, PA (a medium-sized city with diverse cultural histories located an hour from both Philadelphia and NYC). The position will require travel to archives throughout the region, including the PA State Archives in Harrisburg.

Position responsibilities:

- undertaking archival research of both primary and secondary sources held by the National Canal Museum and other regional archives
- conducting outreach to community groups to establish collaborative relationships
- recording oral history interviews with relevant individuals
- drafting accurate and engaging text for social media posts, blogs, and interpretive panels
- contributing to the development of the 2022 National Canal Museum special exhibition on women in industry
- developing a paper or poster for presentation at professional conferences and/or public forums
- participating in monthly staff meetings and annual staff retreats
- other duties as assigned

Qualifications/Requirements:

- Master's degree in American History, Public History, Women's or Africana Studies, or a related field (or equivalent combination of education and experience)
- Historian specializing in labor, industry, or infrastructure especially preferred
- Experience in conducting research utilizing both primary and secondary sources
- Experience with oral history best practices and techniques is desired
- Experience with producing engaging content for digital/online platforms
- Excellent organizational, project, and time management skills
- Proficiency using MS Office software (Word, Excel, Outlook) and Adobe software (Acrobat and Photoshop)
- Positive interpersonal skills and willingness to collaborate in a team environment
- Excellent written and oral communication skills
- Ability to work independently with minimal oversight
- Valid driver's license in good standing

Physical Demands: Work requires a variety of physical activity including sitting or standing for extended periods of time, kneeling or crouching, and lifting up to 30lbs. The employee may need to climb a step ladder to reach objects on higher shelves. The employee is required to use hands to feel and handle objects. Specific vision abilities required by this job include close vision, color vision and depth perception. The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Work Environment: Work for this position will include being in climate-controlled spaces for extended periods of time. These spaces are kept at 63 degrees year-round. The noise level in work areas is usually quiet to moderate. The work environment described here is representative of that encountered by the employee while performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

All employees are expected to attend staff meetings and the annual full-day staff retreat. All employees are required to act respectfully toward individual co-workers and toward the D&L's overall organizational structure.

Benefits: Full-time employment benefits include paid holidays, paid vacations, paid sick leave, Social Security, Unemployment Compensation Insurance, Workers' Compensation Insurance, funeral (bereavement) leave and various leaves of absence, health insurance, and 403(b) retirement plan.

Background: The Delaware & Lehigh National Heritage Corridor (D&L) preserves the historic pathway that carried anthracite coal and iron from Wilkes-Barre to Bristol, PA. The organization was established by Congress in 1988 to celebrate our nationally significant story centered on the transport of anthracite coal from the mines of Luzerne and Carbon County to the markets in the Lehigh Valley and Philadelphia (via Bucks County). The D&L Trail is a multi-use trail spanning over 165 miles from the mountains of northeast Pennsylvania, along rivers and through the Lehigh Valley and Bucks County. In 2017, D&L merged with the National Canal Museum to incorporate the archives, museum, canal boat and educational programs into preservation and education efforts. Today, we are an AAM accredited Smithsonian Affiliate and an organization with the ability to connect people to unique experiences in nature and the environment, community and economic impact, health and recreation, history, preservation, and education.

HOW TO APPLY: Applications will be reviewed on a rolling basis until the position is filled. Applications should be submitted at delawareandlehigh.org/about/team/ under Employment Opportunities.

The Delaware & Lehigh National Heritage Corridor, Inc. (D&L) provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, the D&L organization complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.