Senior Director of Programs
Girls for Gender Equity

The Details

Location: Hybrid role based in Brooklyn, NY
Start Date: July 2023
Salary Range: $105,000 - $115,000 + Benefits
Reports To: Chief Programs Officer

The Opportunity

The Senior Director of Programs is a remarkable position for an effective and experienced leader in social justice organizations with a focus and commitment to anti-racist, feminist/womanist/queer, and youth development work. The ideal candidate will be a social change advocate with demonstrated experience working directly with youth and/or leading community-based programming, as well as with experience supervising a team of program staff who are leading various parts of an organization’s core work.

The Senior Director of Programs supports all current and future youth programs and youth development initiatives at GGE. They will work with the Chief of Staff, Program Directors and Program Managers to:

1. Develop and coordinate the effective delivery of GGE’s core youth programs;
2. Provide supervision and training rooted in anti-racist social work practice, healing justice and positive youth development focused on the needs of cis and trans girls of color and GNCNB youth of color to members of the programs staff;
3. Monitor and evaluate programming aligned with program goals and funding requirements; and
4. Ensure program output is aligned with GGE’s theory of transformative change.

This position will also work closely with our Campaigns team to effectively align programs with the organization’s short and long-term advocacy goals.

Your Day-to-Day

30% - Program Design & Implementation
The Senior Director of Programs will supervise design of GGE programming and curriculum to advance leadership skills, social justice principles and values, and self-determination among young people we serve. The role will empower staff to make decisions about program structure, design and immediate needs while holding unified organizational vision and voice. The Senior Director will run collaborative planning and process meetings across programs to develop and track program outcomes, goals, logistics, and other elements needed for sound and cohesive program implementation.

30% - Staff Supervision & Readiness to Impact High Quality Programming
The Senior Director will conduct regular trainings with key staff on essential issues and ways of working that impact practice, rooted in
program staff, including the research and evaluation team, the social work team and the direct practice team, to ensure fulfilling duties and providing support to participants that are trauma- and healing-informed. They will work with staff to update and maintain the professional credentials to each staff member. They will stay updated on all laws and regulations and make certain that all company operations are within the scope of those laws.

20% - Finance & Administration
With the Operations team, they will establish and monitor overall program budgets and empower staff to make sound budget decisions. They will ensure compliance with internal fiscal policies and procedures and legal responsibilities as they affect program structure and design. With the Development team, they will ensure accurate reporting and documentation of program impact, pursuant to funder requirements.

20% - Evaluation & Impact
The Senior Director will lead the team in evaluating program effectiveness to actualize GGE's mission. They will interact with program participants to obtain evaluation data, including effectiveness of curriculum within all program areas. They will compile and report on program impact/numbers and other reports as requested. They will analyze data from assessment tools to make recommendations for improvements in program offerings.

The Skills You'll Need
Success in the Director of Organizing role will require a deep commitment to anti-racist, feminist/womanist/queer, and youth development work. The ideal candidate will also bring the following skills, attributes and experiences:

- Capacity to juggle a variety of projects and assignments, manage time well, and ask for support when needed
- Ability to effectively communicate and build relationships with a wide variety of constituents, including youth, parents, health and human services professionals, teachers, and school leaders;
- Strong creative and critical thinking skills especially towards program development;
- Impeccable discernment and people skills;
- Excellent group and meeting facilitation skills.
- Committed to advancing GGE’s mission and work;
- Creative problem-solver who anticipates challenges and seizes opportunities for collaboration;
- Able to implement vision, think strategically, exercise good judgment, and lead change;
- Initiative-taker with a strong work ethic and efficient, results-oriented approach; and
- High level of self-awareness and ability to give and receive feedback well.
- Familiarity with effective program design, social change practice, transformative justice and restorative justice practices with young people;
- Experience leading a team, and managing staff and consultants;
- Experience working in a diverse environment with a strong awareness of cultural humility, and in particular, attention to the needs of cis and trans girls and GNCNB youth of color in New York City;
- Experience coordinating and implementing programs for youth;
- Experience supervising a team of youth workers.

DESIRED BUT NOT REQUIRED

- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues
The People
In this role you will report to the Chief Programs Officer, who oversees both the Campaigns and Programs teams, including the Policy, Organizing, Research & Evaluation, and Social Work team. The Senior Director of Programs will directly supervise the Director of Programs and the Director of Healing Justice. They are a member of the GGE’s cross-departmental Leadership team alongside other Senior Leadership and the Executive team.

The Organization
Girls for Gender Equity (GGE) is an intergenerational advocacy organization committed to the physical, psychological, social, and economic development of cisgender (cis) and transgender (trans) girls and women of color and gender non-conforming/non-binary (GNCNB) youth of color. GGE challenges structural forces -- racism, sexism, transphobia, homophobia, economic inequality -- that work to constrict the freedom, full expression, and rights of trans and cis girls and young women of color, and GNCNB youth of color.

GGE’s work is grounded in intersectional Black feminism, positive youth development, strengths-based, eco-systemic social work practice and popular education theory. Our theory of change articulates our efforts to cultivate a culture and environment in which cis and trans girls of color and GNCNB youth of color are equitably supported to live free, self-determined lives; eradicate institutionalized barriers to gender equity; and dismantle all systems of oppression. We ultimately believe in and work toward a world where cis and trans girls of color and gender non-conforming/non-binary youth of color are free.

Benefits & Culture at Girls for Gender Equity
In addition to competitive salary, impactful work, and a great team, Girls for Gender Equity provides comprehensive perks and benefits. A brief overview:

Healthcare Coverage
- Org-sponsored medical, dental, and vision insurances (with plans available at no cost to the employee).
- We offer FSAs and HSAs with monthly contributions from the organization for eligible health plans.

Vacation and Paid Time Off (PTO)
- All full-time employees receive:
  - 12 paid holidays
  - Generous vacation & personal paid time off, increasing with tenure
  - Paid sick, bereavement, and parental leaves
  - Weekly time off to focus on wellness
  - ~16 additional paid days/year during annual office closures

Retirement and Other Benefits
- 401(k) plan with a safe harbor 5% match
- Life insurance, disability insurance, and more

Selected Perks and Culture
- Employees receive support to pursue training, coaching, public engagements, and professional licensing.
GGE prides itself on being a workplace where employees bring their full selves to work. We regularly work to ensure that our core values are part of our workplace practice and way of being. We foster generative learning & reflection.

GGE’s current work model is a 10am–6pm work day with hybrid flexibility.

The Next Steps

If you are interested in this role, please send a cover letter and resume to JazzHR. Applications will be reviewed on a rolling basis, with a preferred start date July 2023.

GGE is an Equal Opportunity Employer. GGE provides equal employment opportunities to all employees, job applicants, interns, and volunteers without regard to race, color, religion, creed, political association, ancestry, sex, sexual orientation, gender identity or expression, marital or partnership status, national origin, immigration or citizenship status, age, military or veteran status, pregnancy, caregiver status, handicap or disability, genetic information or characteristic, unemployment status, arrest or conviction record, credit history, status as a victim or survivor of domestic violence, sex offenses, or stalking, or status in any group protected by federal, state, or local law in accordance with applicable law.