 Programs Director

DC Greens, a non-profit organization that uses the levers of food education, food access, and food policy to advance food justice and health equity in the nation's capital, is currently seeking a Programs Director.

The Programs Director is responsible for aligning all aspects of DC Greens' direct programming with the organization’s strategic plan and policy goals. They will collaborate closely with the leadership team and each program team to ensure strategic alignment of daily program operations, and sustained accountability of all programs to the communities they serve. This position reports directly to the Executive Director and will supervise The Well Director, Produce Plus Manager, Produce Rx Manager, and Community Engagement Manager.

You are an ideal candidate if you have deeply rooted experience working with historically marginalized and underserved DC communities. If you are a visionary leader who creatively translates strategy to help staff connect the big picture to their independent roles, are a collaborative team member that serves and strengthens the leadership of others, and an innovative problem solver who considers all internal and external stakeholder groups in their decision-making this is the position for you.

Essential Job Functions

Organizational Leadership & Talent Management
- Participate in organization's Strategy Cell to provide thought partnership for new programs and program adjustments
- Serve as a senior-level thought partner to internal teams
- Lead vision and priorities of direct programming in sync with organization’s strategic goals and policy agenda
- Support program staff in implementing programmatic goals, initiatives, and maintaining programmatic sustainability
- Manage direct reports through stages of employment cycle
- Lead the development and management of each program team’s budget
- Provide program staff guidance and instruction in accurately employing organization’s financial practices, including grant management
- Publicly represent the organization at external events, as needed

Programs Strategy & Operations
- Strengthen and systematize data-driven program management and evaluation and develop a participatory, stakeholder-informed program design and evaluation process
- Work to ensure programs are synchronized with finance, operations and communications
- Ensure justice, equity, diversity and inclusion practices are centered and embedded in all aspects of program and organizational goals
- Guide and advise relevant staff on implementation of the organization’s programs
- Support supervisees to meet Strategic Plan goals within their teams
- Support staff to maintain alignment with the strategic plan and its priorities
• Collaborate with the development department to implement fundraising and communications strategies
• Provide development department with programmatic content for grant proposals and reports

Qualifications
• Demonstrated commitment to racial justice and equity; experience and cultural competence working with historically oppressed peoples and a strategic understanding of social change
• Demonstrated commitment to the vision and mission of DC Greens’ work; experience with advancing food justice initiatives in the District
• 10+ years of progressively increasing program management responsibilities informed by direct community experience and/or related educational studies
• Minimum of 5 years supervisory experience leading, managing, and guiding diverse teams in their professional development
• Experience managing programs within a nonprofit setting
• Ability to manage multiple teams simultaneously, prioritize accordingly, and deliver against competing deadlines
• Clear oral and written communication skills with experience shaping messages to relevant stakeholders

Salary & Benefits
This is a full-time (40 hours/week) position. The salary range for this position is $78,600 to $85,950 with generous benefits (medical/dental/vision, disability/life insurance, 25 days PTO, employer match on retirement contributions after 1 year, flexible schedule). DC Greens does have a telework policy that allows employees to work remotely. Due to the current pandemic all employees are currently working remotely but being physically present in the office may be a requirement in the future.

How to Apply
If interested, email a cover letter and resume to hiring@dcgreens.org. In your cover letter provide an answer in 250 words or less to the following prompt: What is your personal and professional lived experience with the communities with whom we work?

Please put "Programs Director" in the subject line and save your cover letter and resume as a single attachment labeled “LAST NAME, FIRST NAME_Application.” Applications will be accepted on the rolling basis with priority given to applicants that apply by January 31, 2021, 11:59 pm EST. Anticipated start date is March 1st.

DC Greens is an equal opportunity employer. We strongly encourage and seek applications from people of color, including bilingual and bicultural individuals, as well as women, and members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical status. Reasonable accommodations will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.