About Nontraditional Employment for Women (NEW)

Founded in 1978, Nontraditional Employment for Women (NEW) prepares, trains, and places women in careers in the skilled construction, utility, and maintenance trades, helping women achieve economic independence and a secure future for themselves and their families. At the same time, NEW provides a pipeline of qualified workers to the industries that build, move, power, green, and maintain New York. To do this, NEW provides hands-on skills training, job readiness classes, and social services to its students and graduates. NEW also offers a range of services to unions and employers, including recruiting and screening qualified candidates and providing technical assistance to apprenticeship programs on the recruitment and retention of women in construction and related industries.

NEW helps women achieve economic independence, with a focus on women in underserved communities as well as individuals with underrepresented backgrounds including low-income girls, women, transgender, and non-binary individuals entering the building and construction trades in the New York City metropolitan area. In the last ten years alone, NEW has placed women in over 3,000 industry careers. NEW graduates are working as carpenters, electricians, ironworkers, laborers, plumbers, and operating engineers.

NEW's headquarters are located in the Chelsea neighborhood of Manhattan, in a historically-landmarked building leased by NEW from the City of New York that is fitted with a training shop and classrooms. The staff has approximately 20 people, several of whom have been with NEW for more than ten years. The organization has an operating budget of about $4 million and is supported by an active Board of Directors.

About the Opportunity

NEW is seeking a Vice President of Programs (VPP) to oversee the organization’s powerful and innovative programming. The VPP will serve as a key member of the Executive Team, alongside the President, Executive Vice President, and Vice President of Finance and Operations. Reporting to the Executive Vice President and partnering closely with the President, the VPP will manage a team of fourteen staff members (with four direct reports), the largest division of NEW’s team.

Areas of Leadership

The VPP’s portfolio will include Recruitment, Training, Placement, Retention, and Social Services, as well as regular engagement with the active and supportive Board of Directors. In collaboration
with the Executive Vice President, the VPP will articulate and implement the strategic vision and leadership of the organization; oversee all programs and related services; evaluate the effectiveness of programs to provide ongoing feedback; promote a data-driven culture in decision-making and action; ensure effective program operations and make modifications when necessary to ensure fidelity in data tracking; raise the organization’s profile through external communications; provide mentoring, guidance, supervision, and professional development to program staff; and identify opportunities for growth and leveraging NEW's programs, relationships, and brand to increase impact.

**Commitment to NEW's Mission**

Apply best practices in workforce development and/or adult education to engage and prepare a diverse group of adult students for professional work in the building trades. Contribute to an entrepreneurial, mission-driven environment with a desire to support developing leaders and learners. Serve with commitment to an inclusive and supportive work environment, with particular attention to the experience of Black and Brown individuals, people from low-income backgrounds, heads of households, and transgender and nonbinary people.

**Key Qualifications:** Expertise in workforce development, employment, and/or adult education. Demonstrated passion for NEW's mission and vision, with experience working within a diverse environment and contributing to a culture of development and growth.

**Building and Maintaining Strategy and Partnerships**

Identify and leverage opportunities for growth and expansion of NEW's impact. Develop and maintain strong external partnerships with Union leaders, employers, and other programmatic stakeholders. Coordinate and analyze qualitative and quantitative data to inform programmatic and operational decision-making, as well as demonstrating impact. Support fund development efforts, especially with local, state, and government funders. Partner with Development and Executive Team members to respond to requests for proposals and applications.

**Key Qualifications:** Strong relationship-building skills with the ability to find common ground, build consensus, and strengthen collaboration among diverse constituencies. Existing networks or ability to quickly build networks in the workforce development arena. Experience using quantitative and qualitative data, feedback, and sector trends to make and implement strategic decisions and report on progress. Comfort serving as a representative of a program to engage donors and partners through effective in-person and written communication.

**Program Oversight**

Oversee the coordination, integration, and delivery of all programs, contracts and related services. Lead Program Team to uphold a culture of accountability, teamwork, and support. Work closely with the Finance Department to budget and monitor programmatic operations to ensure sound fiscal and system management.
Key Qualifications: Demonstrated experience managing a high-performing team in a multi-tiered structure to include professional development and mentorship. Comprehensive working knowledge of program planning, organizational structure, budgeting, and administrative operations.

Executive Leadership
Play a key role in the overall development, strategic planning, service delivery, and management of the organization across multiple departments. Determine staffing plans to achieve program goals and objectives and participate in hiring decisions for new program staff. Participate in the budget development process and maintain a high level of fiscal responsibility.

Key Qualifications: Leadership experience, ideally in a nonprofit setting, overseeing multiple programs or contracts, preferably at an organization serving under-resourced communities. Ability to successfully navigate in an outcomes-driven and entrepreneurial environment.

Salary, Location, & Benefits
The salary range for this role is $135,000 to $155,000, based on experience. This is a full-time, exempt role, based in New York City. Full benefits package is provided. Based on current organizational policy, this hybrid position will have the opportunity to work remotely three days per week, if desired, with the expectation to be on-site two days per week.

All staff are required to provide proof of Covid vaccination. Reasonable accommodations may be granted on a case-by-case basis for religious reasons and for documented medical reasons.

To Apply
This search is being managed by Axis Talent Partners, a boutique search firm that partners with social impact organizations. Interested candidates should submit an application, including a resume detailing their qualifications for the position and their interest in NEW's mission to: https://axistalentpartners.applytojob.com/apply/Dkai5LrfUp/Vice-President-Programs-Nontraditional-Employment-For-Women

Nontraditional Employment for Women (NEW) is an Equal Opportunity/Affirmative Action employer. All qualified candidates will receive consideration for employment without regard to disability, protected veteran status, race, color, religious creed, national origin, citizenship, marital status, sex, sexual orientation/gender identity, age, or genetic information. NEW encourages and welcomes applications from all qualified individuals, including women, Black or Brown individuals, persons with disabilities, and members of the LGBTQ+ community.