



Job Title	Director of Programs
Reports to	Chief Program Officer
Location	Brooklyn, NY
Status	Full-time
FLSA Status (OT eligibility)	Exempt

ABOUT GIRLS FOR GENDER EQUITY

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 nonconforming/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.

Founded with an Open Society Institute Fellowship in 2001, GGE began in response to community needs for girls of color to have safe and equitable fitness and leadership development programming. The rape of an 8-year-old Black girl on her way to school in Bedford-Stuyvesant, Brooklyn led GGE to become a nonprofit organization in 2002, addressing the root causes of gender-based violence and promoting gender equity, human and civil rights for young people of color. GGE is continuing to expand as the needs of our constituents and our base of supporters grow.

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 nonconforming/non-binary youth of color are free.

POSITION

GGE is seeking a full-time **Director of Programs** to join our team. This is a remarkable position for an effective and experienced practitioner program manager who is rooted in anti-racist social work practice to refine and advance GGE's theory of change rooted in positive youth development. The Director will serve as both a practitioner, supervising the facilitation of GGE's direct service programs, and the steward of the organization's commitment to holistic service delivery with an emphasis on the core tenets of social work informed by social justice.

In the first year of service, this role will help stand up GGE's new program, Girls Justice, New York City's first-ever program specifically serving girls in the juvenile justice system. This position will work with the Director of Programs and Chief Programs Officer to:

1. Codify GGE's healing-centered approach in service delivery across all direct service programs;
2. Monitor the sound implementation of GGE's General Curriculum and supplemental curricula across programs;
3. Support ongoing documentation and evaluation of programs;
4. Manage GGE's 1:1 coaching across programs and capture metrics of the breadth and depth of services provided;
5. With the Deputy Director, support GGE's social work internship program.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Program Implementation

- With the Director of Programs, ensure sound implementation of GGE's direct service programs with attention to unique needs of young people in the face of the current political and movement moment;
- Oversee program recruitment, facilitation, youth engagement and youth retention over the duration of the program year;
- Ensure that GGE's General Curriculum and curricula unique to each program are documented and iterated on over time;
- Ensure that program narratives are translated to staff across the organization.

Program Evaluation and Administration

- Capture weekly and monthly data on program success;
- With Program staff, tell the story of program outputs appropriate for Campaigns, Development and Executive staff;
- Ensure all administrative functions to run programs are intact and aligned with GGE's Operations team's requirements;
- Support delivery of programs in both a remote and in-person environment;

Social Work Practice

- Codify GGE's commitment to anti-racist social work practice and positive youth development as part of the organization's theory of change;
- Support the supervision of GGE's social work interns on an annual basis;
- Supervise regular trainings for social work interns and broader GGE staff focused on best practices in service delivery, mandated reporting, incorporating healing justice into the organization's practice, and other relevant topics;
- Serve as part of informal and formal rapid response needs for program participants as new needs emerge.

EXPERIENCE, SKILLS & QUALITIES

Experience

- Experience facilitating youth programs with attention to the experiences of cis and trans girls of color and GNC/NB youth of color;
- Awareness of partner organizations in New York City who can support young people in accessing services that might be best met by external partners;
- Ability to recruit and manage direct service programs;
- Experience reporting on program outputs consistent with fundraising requirements;
- Understanding of how to address the unique needs of young people who experience multiple traumas;
- Training in social work practice from an anti-racist lens.

Skills

- Stellar communication skills;
- Impeccable attention to detail, systems, and processes;
- Flexible, able to shift priorities and maintain a sense of perspective;
- Strategic and results oriented collaboration with a leadership team;
- Ability to coach and support junior staff;

- Familiarity, comfort, and ability to thrive within a small, dynamic team environment.

Qualities

- Committed to advancing GGE's mission and work;
- Highly organized, self-motivated, independent worker who can prioritize tasks and manage multiple projects at once;
- 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.

DESIRED BUT NOT REQUIRED

- Lived experience with school pushout, the criminal legal system, navigating gender, gender identity, and/or racial equity issues.

Compensation and Benefits: Compensation for this role is **\$80,000**. GGE's benefits & perks are outlined [here](#).

Limitations and Disclaimer: The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for the position. The team member may be required to perform duties outside of their normal responsibilities from time to time, as needed.

For further details about GGE's mission, vision and work, please visit <http://www.ggenyc.org>, and @ggenyc on Twitter and Instagram

How to Apply:

All applications will be received via email. No phone calls or snail mail, please.

All applications must include (in PDF format):

- Resume
- Thoughtful cover letter (including how you became aware of this opportunity: job portal, referral, etc.) that speaks to experience running and winning electoral, legislative and/or issue-focused campaigns

E-mail applications to: JoinTheTeam@ggenyc.org

Subject Line: **Director of Programs/YOUR NAME**

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.