



**Job Opportunity: Senior Director of Programs- Glen Allen, VA (Innsbrook)**

*Partnership for the Future (PFF)* is a college access and college success program dedicated to empowering high-achieving students for success in college and beyond. Serving over 500 high school and college students annually, we primarily support first-generation, low- to moderate-income African American students and students of color.

Through year-round programming, including a seven-week paid summer work experience, PFF provides students with college preparation, personal development workshops, one-on-one mentoring, and college tours. Our high school participants attend or are zoned for one of our 17 partner schools in the Richmond region and join the program during their freshman year.

PFF seeks a **Senior Director of Programs** to provide visionary leadership and strategic direction for our student success initiatives. Reporting directly to the CEO, this role is ideal for a dynamic and data-driven leader with a passion for youth development, a strong track record of building and enhancing programs, and the ability to drive measurable outcomes.

This is a pivotal moment in PFF's 31-year history, and we are looking for a leader ready to take our programs to the next level. If you are passionate about transforming lives, driving measurable success, and leading a team to make a lasting impact, we invite you to join us.

**Key Responsibilities:**

- **Student-Centered Leadership:** Ensure all programming is designed with a deep commitment to student success, prioritizing their needs, voices, and experiences.
- **Lead & Inspire:** Oversee program strategy, execution, and evaluation to ensure we effectively prepare students for college and career success.
- **Data-Driven Decision-Making:** Analyze program performance metrics and student data to develop success strategies, optimize impact, and drive continuous improvement.
- **Strategic Growth:** Identify opportunities for program expansion, innovation, and partnerships to enhance our offerings and reach more students.
- **Culturally Responsive Leadership:** Foster an inclusive and affirming program environment that reflects an understanding of the unique experiences and challenges faced by African American students and students of color.
- **Team Leadership:** Manage and mentor a dedicated team of College Access Managers, fostering a culture of collaboration, accountability, and excellence.
- **Community Engagement:** Strengthen program impact by building relationships with key stakeholders, including high schools and colleges, businesses, volunteers, and community partners.
- **Strategic Plan Implementation:** Execute PFF's strategic plan by aligning program initiatives with long-term goals, monitoring progress, and adapting strategies as needed.
- **Manage Board Subcommittee:** Lead and collaborate with a board subcommittee focused on student outcomes, providing insights, progress reports, and recommendations to strengthen program effectiveness.

Qualifications:

- A bachelor's degree is required (graduate degree or commensurate experience preferred).
- Five or more years of experience in a related position/field.
- Program design and engagement experience with diverse and low to moderate-income youth and/or young adults highly desired.
- Strong interpersonal, oral, and written communication skills.
- Direct supervisory experience preferred.

Ideal Candidate:

- Innovative thought leader with a passion for serving students.
- Proven leadership experience in education, youth development, or college access programs.
- Deep understanding of the social, economic, and systemic barriers that impact African American students and students of color.
- Critical thinker able to use data to inform programmatic decisions and understand emerging trends in college access and student engagement/outcomes to drive continuous improvement and strong outcomes.
- Demonstrated ability to implement strategic initiatives and measure impact.
- Strong interpersonal and customer service skills to ensure positive experiences for students, parents, and partners.
- Excellent time management skills with the ability to prioritize workload, meet deadlines, and manage multiple projects simultaneously.
- Exceptional communication, organizational, and team management skills.

Benefits:

PFF offers a competitive benefits package that includes medical, vision, life insurance, 14 paid holidays, and three weeks of PTO annually.

Work Schedule & Environment:

Standard hours are 8:30 AM – 5:00 PM, with occasional evenings, weekends, and overnight commitments required based on program needs. We have a hybrid work environment and staff typically work remotely one to two days per week, with additional in-office and on-site program participation as needed.

For more information about PFF: <https://www.partnershipforthefuture.org/>

**Salary:** This is a full-time, exempt position with a salary range of \$70,000-85,000/annually.

\*Candidates must have access to an automobile due to the amount of local travel required for this position.

**Interested applicants email resumes and cover letters to Amy Williams at [amy.williams@areteconsultinggroup.com](mailto:amy.williams@areteconsultinggroup.com) with the subject line "PFF Sr. Director of Programs".**

**Position opened until filled.**