



JOB ANNOUNCEMENT

Director of Programs

Position Type: Exempt

Employee Type: Full-time, 35 hours/week

Fifth Avenue Committee (FAC) is a 45-year-old nationally recognized South Brooklyn based, non-profit community development corporation and NeighborWorks America and Hispanic Federation member whose mission is to advance economic, social, and racial justice in New York City through integrated, community-centered affordable housing, grassroots organizing, policy advocacy, and transformative education, training and services that build the power to shape our community's future.

FAC, directly and in concert with our two non-profit affiliates, Brooklyn Workforce Innovations (BWI) and Neighbors Helping Neighbors (NHN), works to transform the lives of over 5,500 low- and moderate-income New Yorkers annually so that we can all live and work with dignity and respect while making our community more equitable, sustainable, inclusive, and just.

To achieve our mission, FAC develops and manages affordable housing and community facilities, creates economic opportunities, and ensures access to economic stability, organizes residents and tenants, offers student centered adult education, and combats displacement caused by gentrification. Learn more about Fifth Avenue Committee, our affiliates and our strategic plan at www.fifthave.org.

FAC seeks a highly motivated individual for the newly created senior staff position of **Director of Programs**. The Director of Programs will be responsible for the internal integration, coordination, and collaboration of FAC and NHN's multifaceted programs. This includes our adult education, first time homebuyer and foreclosure counseling, benefits access, financial literacy and access to legal services, eviction prevention and community and tenant organizing programs. The role includes identifying opportunities for internal collaboration and to multisolve; supervising program directors and managers and overseeing program budgets and contracts; liaising with fundraising and communications, HR, and other departments; and supporting the professional development and growth of supervisees and their teams.

Description: The Director for Programs is a new position intended to support the realization of FAC's strategic plan, with a focus on increasing our impact through the internal integration, coordination, and collaboration of our multifaceted programs and services. We seek a thoughtful, collaborative leader who will guide and support program teams and their staff as they work to center racial justice and advance their program goals and FAC's mission.

Responsibilities:

- Act as a thought partner, coordinator, and leader for six direct reports and provide indirect management of 40 individuals. These include FAC's non-real estate program and contract managers and their teams, encompassing direct services, organizing, and advocacy for the following programs: Adult Education including workforce bridge and digital literacy; Community Services including benefits and entitlements access, financial literacy and coaching, free tax prep and access to legal services; community organizing



focused on accountable development and environmental justice; tenant organizing and advocacy focused on eviction and displacement prevention and building tenant power; and housing counseling including first time homebuyer and foreclosure prevention counseling and promoting access to solar for low and moderate income (LMI) NYC homeowners.

- Increase the integration, coordination and multi-solving approach of FAC and our affiliates' programs and services to increase FAC's impact and advance its strategic goals.
- Foster a learning culture within the organization, both to identify solutions to issues that challenge program success and to inspire greater collective impact.
- Develop and maintain a deep understanding of community wide trends relevant to FAC's programs, including regular site visits and on-the-ground integration to understand FAC's programs and constituents.
- Support and foster program managers' vision, reflection, planning, and troubleshooting, for both individual and organization-wide impact.
- Invest time and resources in training, development, support, and succession planning for program leaders to accomplish goals and build team members' capability and confidence.
- Oversee and coordinate individual program budgets, allocations and contract management (approx. \$4 million), helping to identify and fill gaps as necessary in coordination with fundraising and development, fiscal and/or contract management staff.
- Lead the implementation of programmatic growth in new neighborhoods and oversee special initiatives that do not fit under a single program.
- Cultivate and steward relationships with program partners in coordination with program directors and senior leaders as appropriate.
- Collaborate with the leadership team and data and evaluation manager on the execution of FAC's strategic direction, program vision, and impact.
- Staff the Board of Directors Program Committee.
- Other duties as assigned.

Qualifications:

- Connection to FAC's mission and values and demonstrated commitment to racial justice.
- Integrity, credibility, and passion for supporting the communities FAC serves.
- Understanding of the historical racism and disenfranchisement impacting BIPOC and immigrant communities in NYC and particularly those served by FAC.
- Excellent leadership skills. The ability to coach and mentor staff for greater individual and collective performance and a demonstrated ability to nurture a collaborative culture.
- Experience managing and growing a diverse staff (minimum of five years management experience). Previous experience as director of programs or executive director or other role involving the coordination and leadership of a diverse set of activities.
- Existing knowledge of community organizing and advocacy as well as direct service programs in FAC's program areas.
- Strategic thinker with ability to move a plan forward.
- Cooperative and collaborative team member. Ability to communicate in a professional and respectful manner with all participants, colleagues, stakeholders, community members, public officials, and other partners.



Compensation:

Salary range of \$120,000-\$135,000 commensurate with experience. Fifth Avenue Committee offers a comprehensive benefits package including full health, dental and vision insurance benefits (following a 60-day waiting period), telecommuting policy up to 2 days per week, voluntary flexible spending plan, 403b retirement plan, and paid leave time including 18 vacation days, 3 personal days and 12 paid holidays.

How to Apply:

Please email cover letter, resume and salary expectations indicating “Director of Programs” in the subject line to:

Fifth Avenue Committee, Inc.
621 DeGraw Street
Brooklyn, NY 11217
Jobs@fifthave.org

No phone calls please.

For more information about FAC, go to www.fifthave.org

*Fifth Avenue Committee is an equal opportunity employer (EEO).
People of color, community residents, and women are strongly encouraged to apply.*