

Title: Director of Programs
Reports to: Executive Director
Pay: \$53,248 - \$58,240 DOE

Current Benefits: Employer-paid vacation, sick leave and holidays. Health, dental, vision, enrollment with Airlift NW and Life Flight and basic life insurance for employees. Benefits are variable year to year depending on budget and board and staff input.

Hours: Full-Time: 32-36 hours (4 days/week), permanent, salaried, fully benefited

To apply: Please send a resume and cover letter to Mallory Conner at mallory@roomone.org. If you have questions about the position, please reach out also. We will begin reviewing applications late July, so we encourage you to submit soon. In your cover letter, please address the following questions - this helps us get to know you better!

- What is it about this position at Room One that excites you?
- How has your previous work experience prepared you for this position?
- Please briefly talk about how your background or experience prepares you for this work, particularly for working with people who may have different backgrounds than yours.

About you:

You are a strategic and mission-driven leader with a proven track record of designing, implementing, and scaling high-impact programs. With a deep understanding of program development and evaluation you thrive in dynamic environments where innovation and efficiency are key. **You combine big-picture thinking with detail-oriented execution**, ensuring that every program you oversee aligns with the organization's mission and strategic plan to deliver measurable outcomes.

You are an excellent communicator and relationship builder. Your leadership style emphasizes close collaboration with staff, and you hold your teams accountable. You are known for your supervision skills and building leadership and outcomes with your teams. You bring a data-informed mindset to decision-making. Passionate about creating meaningful change, you are ready to lead with vision, integrity, and purpose in the Director of Programs role.

About us:

We are a social services and community advocacy organization serving the Methow Valley and the broader Okanogan County. Guided by a vision of a rural community where everyone has hope for the future and the freedom to live, work, and play, we pursue our mission through three core strategies: **direct services**, **prevention programs**, and **advocacy for systemic change**.

Our **direct services** connect community members with client advocates who help meet immediate and essential needs. Through our **prevention programs**, we offer support groups, support for people aging in place, youth-focused initiatives centered on pregnancy prevention and sexual and reproductive health, and resources for individuals navigating addiction. Our **advocacy work** builds collaborative partnerships across the county to address the structural barriers that impact the people we serve.

Together, these efforts reflect our commitment to equity, access, and lasting change in our rural communities.

Our top requirements: We will train on specific systems and protocols. And it will help you succeed if you:

- Have strong self-awareness, can recognize when you need support, can receive feedback as part of growth,
- Can communicate and collaborate as a team-player, sometimes putting your own plans and agenda aside, while sharing your experience and thoughts openly,
- Have an ability to respond calmly in emotionally-charged situations, and have an ability to multi-task, manage time, and keep organized.

We are also seeking **candidates who demonstrate:**

- Ability to see the big picture, while also attending to details
- Passion for creating equitable and thriving work environments
- Respect for policies and protocols
- Ability to listen and be available to staff you are supervising
- Commitment to community and being with an organization for an extended period

Unique Requirements of the Director of Programs position:

- Experience managing multiple programs and supervising diverse teams
- Track record of effectively leading teams across an array of programs with the ability to leverage strengths across program areas; excellent program management skills
- Strong skills in program design, performance evaluation/measurement and program strategy
- Excellent interpersonal, communication, and organizational skills
- Proficiency with program management software, CRM systems, and Microsoft Office and/or Google Workspace
- Degree or equivalent experience in nonprofit management, social work, public health or a related field

Room One strives to cultivate a staff whose lived experience aligns with the key issues we address. People of color, LGBTQ candidates, those from diverse socioeconomic backgrounds, and people with deep roots in Okanogan County and other qualified candidates are encouraged to apply.