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Director of Programs

Department	Executive Leadership
Reports To	Executive Director
Direct Reports	Marketing and Communications Associate, Development Associate
Employment Classification	Exempt / Full-Time
Rate	Competitive salary + benefits (health, vision, dental, etc.)
Start Date	June 1st
Location	8 Mulberry Rd., Selma, AL

About the SCNTR

The Selma Center for Nonviolence, Truth, and Reconciliation (SCNTR) is an Alabama-based 501(c)(3) nonprofit corporation that designs, supports and delivers community-based solutions that help transform relationships, advance justice, strengthen local economies, and build thriving neighborhoods to further the vision of the Beloved Community.

About the Position

The Director of Programs is a direct report of the Executive Director, and serves as the primary support to the Executive Director for all areas related to the planning, development, operations, and management of all of SCNTR's programs.

Key Responsibilities

- Create an annual programmatic plan;
- Coordinate with program/project managers to create detailed implementation plans for each of SCNTR's programs. This includes deadlines, milestones, processes, and risk mitigation protocols;
- Develop operating budgets for all approved programs;
- Work with the Executive Director and Senior Staff to set strategic goals and objectives for programs;
- Prepare regular programs status reports to be presented to the Board of Directors and its Programs Committee;
- Attend all Program Committee meetings of the Board of Directors;
- Recruit, hire and supervise all program and project managers, and other program staff;
- Develop and implement a system to evaluate the skill, experience, and professional development needs of all program staff, to include a formalized annual performance review;

- Work with program staff to develop objective performance measurements across all programs, to ensure consistent, high-quality evaluation and goal setting for all employees; work with managers to ensure that all staff have work plans
- Provide processes for monitoring performance and collaborating with program teams to determine ways to improve, include leading the effort to have a dashboard to track progress;
- Create and implement problem and dispute resolution practices for members of the program staff;
- Help to ensure that SCNTR programming is interconnected;
- Help to ensure that the SCNTR programming shows impact, data is consistently gathered and programs are evidence based or creating evidence for a new model;
- Help with development, including helping to prepare grants, doing pitches, etc.; and
- Other tasks as identified

Qualifications

- Bachelor's Degree, with a postgraduate degree preferred;
- Proven track record of success as either a director of programs, program manager, or project manager, with at least 10 years of combined experience within such roles;
- Knowledge of current program management methods and best practices;
- Experience managing staff and budgets;
- Excellent data analysis and reporting skills;
- Strong problem-solving and people skills;
- Experience with industry-standard project management software and tools;
- Proficient in using technology (including artificial intelligence) as a management reporting tool;
- Demonstrated success developing and evaluating program models;
- Strong project management skills managing complex, resulting in measurable successes;
- Strong project management experience, particularly complex projects that result in measurable success;
- Effective human relations skills in oral and written communication; and
- Personal character that is in line with the mission and vision of the SCNTR and a true passion for the work of the organization.

Core Competencies and Values Alignment

The ideal candidate for this role brings not only professional skill, but a genuine alignment with the heart of this work. We are looking for someone who:

- Embodies humility, active listening, and a willingness to learn from community members
- Approaches communications as an act of organizing; centering relationships, not just reach
- Models and exemplifies the SCNTR's core values in all professional interactions
- Is resourceful, proactive, and capable of exercising sound judgment independently
- Demonstrates an orientation for results and achievement, including comfort with data-informed decision-making
- Operates as a true team player who supports colleagues across all initiatives

All Selma Center staff and consultants must complete 5-day Kingian Nonviolence Conflict Reconciliation, Restorative Justice, and Racial Equity trainings.

Commitment to Selma

The Selma Center is rooted in Selma's civil rights legacy and oriented toward the city's future. Every member of the staff is expected to hold that orientation in their work by showing up with care for

residents, respect for partners, and commitment to the long arc of reparative, community-owned development.

Qualified applicants for this life-changing position, please send a cover letter and resume to info@SelmaCNTR.org. Subject: Development Associate.

The Selma Center for Nonviolence, Truth and Reconciliation encourages a diverse work environment and is an equal opportunity employer. SCNTR highly encourages BIPOC to apply for all positions.