

# DAP

## DOMESTIC ABUSE PROJECT

## CAREER OPPORTUNITY DIRECTOR OF PROGRAMS

### POSITION OVERVIEW

DAP is currently seeking a Director of Programs oversees our participant service programs. This senior-level position is responsible for sustaining and strengthening DAP's programming within a coordinated community response model. As a member of the executive leadership team (Executive Director, Director of Programs, Advancement Director, and Finance Director) the Director will help DAP form and execute the vision for the future and build upon DAP's strong reputation in programs. The Director of Client Services will create and execute effective short and long-term program goals, policies, procedures, and sound strategic decisions to ensure high quality services are delivered to the community.

This position is responsible for developing and executing a plan of action that maintains and strengthens programs to achieve the organizational outcomes as set by the Director of Programs and Executive Director and is in alignment with the Board of Directors strategic vision for DAP. This would include program evaluation and construction/reconstruction to ensure that programs are aligned with our mission and values. This position encompasses a wide range of activities, the principle responsibilities of this role include: Program Oversight and Development; Leadership and Mentorship of program leadership team, Training on DAP philosophies and model of care, and Relationship Cultivation and Management within systems and communities. This position requires a commitment to engagement in anti-racist and anti-oppressive work within DAP and the communities and systems that we partner with. This includes taking reflective and actionable steps towards developing insight, engaging in personal and organizational change, and modeling healthy self care as a vital part of leading, effective service delivery and team management.

### DESIRED QUALIFICATIONS

- Master's Degree and Independent Licensure in Social Work or related mental health field, is preferred
- A minimum of 3-5 years of leadership and program experience and passion for leading a team
- A minimum of 3-5 years working in the domestic violence and/or sexual violence field.
- Experience and comfort with conducting community trainings and conference presentations, academic research, program evaluation, clinical supervision, and treatment of trauma in individual and group psychotherapy
- A general interest in social justice, gender-based issues, domestic abuse, human rights, and advocacy
- Ability to work with people from diverse racial, cultural and social-economic backgrounds, volunteerism, and resources
- Experience with strategic planning, implementation, and day to day operations of program oversight
- Strong communication and interpersonal skills including oral and written communication, networking, team building, engaging with the Board of Directors as it relates to programs
- Computer skills: Microsoft office, email, managing client notes and data
- Willingness to engage in reflection on power and privilege as it relates to work with communities impacted by domestic violence.
- Bilingual applicants, LGBTQIA+, Black, Indigenous, Latinx, Asian and people of color encouraged to apply.

### SALARY AND BENEFITS

Salary: \$75,000-85,000 DOE, Full-time, Permanent Position

Benefits: DAP offers health insurance, generous paid time off, flexible work schedules, flex spending account for health and dependent care, life insurance, short term disability insurance, continuing education and wellness programs for employees working 35+ hours.

### APPLY

Please submit your resume and cover letter with the position title and your name in the subject to: [employment@mndap.org](mailto:employment@mndap.org)

*DAP provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.*

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