



National Program Director – SOS Outreach

Job Title: National Program Director
Job Site: Edwards, CO
Reports to: Executive Director
Salary Range: \$57,500 – \$67,500
Employment Term: Full-time, year-round position

Organizational Overview

SOS Outreach, founded and headquartered in Colorado's Vail Valley, is a national youth development nonprofit utilizing outdoor experiential learning to inspire positive decision making for healthy and successful lives. SOS Outreach delivers long-term life skills development to youth through progressive outdoor programs, providing value to the communities where we operate. Every SOS program incorporates the SOS core values of courage, discipline, integrity, wisdom, compassion and humility. The program targets underserved and at risk youth and offers a multi-year, progressive curriculum beginning with a five-day introductory program called Learn to Ride, continuing with the four-year mentor-lead curriculum and culminating when students return to SOS in a junior mentor capacity. Throughout the curriculum, SOS students focus on outdoor experiential learning, character development, service learning, life skills, and values-based leadership training.

National Program Director Responsibilities

The National Program Director reports to the Executive Director and will be an integral component of the leadership team to fulfill SOS Outreach's mission and vision. This individual will have overall operational responsibility for program implementation, the program staff team and achievement of annual program goals. Essential responsibilities include the training and development of program staff, integration of best practices into program implementation, and relationship management with core program partners.

Program Management

- Report and work closely with the Executive Director to implement a vision for program implementation.
- Lead, coach, develop, and retain SOS Outreach's program staff team.
- Directly recruit, hire, train, and supervise a full-time staff team in six locations and a part-time field staff team in nine locations.
- Reinforce the SOS culture agreement to strengthen the team.
- Manage strategic relationships with mountain resort contacts and key youth serving-agencies to ensure SOS's prominence and engagement with these integral partners
- Ensure ongoing regional programmatic excellence, rigorous program evaluation, and consistent quality of program implementation.

Organization Operations

- Ensure effective systems to track program implementation, and regularly evaluate program components to measure successes that can be effectively communicated external to the organization and understood internally for program development.
- Explore and understand best practices for youth development programs and evaluate the integration of those lessons into SOS Outreach's programs.
- Work with the Executive Director to determine opportunities for program expansion incorporating increased participants; increased program depth; and/or growth to new regions.

Funds, Fundraising, Events and Marketing Management

- Be the direct point of contact with the development and marketing director to align program outreach with funding model.

- Oversee SOS Outreach's regional program expenditures. Develop and manage regional program budgets.
- Track the collection of program participation payments across all program locations.
- Work in conjunction with the Development and Marketing Director to strategize opportunities to increase community awareness in key program locations.
- Exist as the point of contact for the Development and Marketing Director to ascertain key programmatic data for grants and marketing purposes.
- Coordinate the collection of photographs, stories, and highlights at SOS program days for the purpose of engaging sponsors, volunteers, donors, and foundations.

Qualifications and Requirements

The National Program Director will be thoroughly committed to SOS Outreach's mission. All candidates should have proven leadership, coaching, relationship management, and program development experience. Travel will be required to SOS' program locations throughout the year.

Additional qualifications include:

- Experience, comfort, and passion in working with underserved youth.
- Track record of effective leadership and/or scaling an outcomes-based staff team.
- Unwavering commitment to quality programs and data-driven program evaluation.
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget.
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills.
- Action-oriented, entrepreneurial, adaptable, and an innovative approach to business planning.
- Ability to work effectively in collaboration with diverse groups of people.
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed.

Compensation

This is a full-time, salaried, exempt position. Salary is dependent on experience. Benefits include medical, dental, and vision insurance, paid vacation, retirement matching, and a mountain season pass. It is anticipated that the position will be based out of Edwards, CO. Denver, CO is possible with dedication to be in the national office weekly.

How To Apply

Please send a resume and cover letter Executive Director of SOS Outreach, Seth Ehrlich, at seth@sosoutreach.org. Applications will be accepted through June 21, 2019 or until filled.

For more information about SOS Outreach, please visit www.sosoutreach.org.

SOS Outreach is an Equal Opportunity Employer and operates under special use authorization of the White River National Forest.