OUR MISSION AND VISION

YWCA Northern New Jersey is committed to eliminating racism, empowering women, advancing social justice, supporting families, and strengthening communities. For more than 100 years, YWCA NNJ has worked to advance racial justice, gender equity, safety, and wellness through programs, advocacy, and community partnerships.

ABOUT THE ROLE

The Director of Programs provides leadership, oversight, and accountability for YWCA NNJ's programmatic activities, including grant-funded programs. The Director ensures programs are effectively implemented, adequately staffed, aligned with organizational priorities, and achieving measurable outcomes.

This position will initially oversee a designated portfolio of programs, with responsibilities expanding as the organization's program structure evolves. The Director works closely with Development/Grants, Finance, Human Resources, and other departments to support strong program operations, compliance, performance, and impact.

WHO YOU ARE

- You have a bachelor's degree in social work, public administration, human services, nonprofit management, or a related field; a master's degree is preferred.
- You bring 7–10 years of progressive nonprofit or program management experience, including supervision and team leadership.
- You have experience in program development, implementation, evaluation, performance management, and grant-funded programs.
- You have strong communication, organizational, analytical, and problem-solving skills.
- You work effectively with diverse communities, teams, and stakeholders.
- You are committed to social justice, equity, diversity, and inclusion.
- You lead with empathy, integrity, accountability, collaboration, and sound judgment.

WHAT WE OFFER

- Flexible hybrid work environment
- Medical, dental, and vision insurance
- Supplemental coverages
- Retirement plan
- Paid Time Off and holidays
- Paid family medical leave
- Employee Benefits Perk Program
- Employee pricing for YWCA NNJ-sponsored events
- Professional development opportunities

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

YWCA Northern New Jersey is an Equal Opportunity Employer committed to providing an inclusive, equitable, and welcoming workplace. We consider all qualified applicants and employees without regard to race, color, religion or creed, national origin, ancestry, age, sex, pregnancy or breastfeeding, sexual orientation, gender identity or expression, disability, genetic information, marital or civil union status, military or veteran status, or any other status protected by applicable federal, state, or local law. We are committed to maintaining a workplace free from discrimination, harassment, and retaliation and to providing reasonable accommodation as required by law.

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