



Director of Community Programs

Vision: PCOM's vision is to co-create a society where diverse sexual and gender minorities (SGM) are affirmed without barriers. This includes well-being, the ability to thrive, self-love, cultural affirmation, and social justice.

Position: PCOM seeks to fill the Director of Community Programs position within its Preventive Health division. More information is available at www.pridecentermd.org.

Responsibilities:

- Oversee the development, implementation, and evaluation of PCOM's preventive health programs.
- Supervise and manage a multi-disciplinary staff.
- Determine allocation of human and financial resources.
- Assure compliance with funding requirements.
- Report program outcomes through monthly reports.
- Represent PCOM's core values and mission at meetings (local, state, national).

Essential Functions:

- Provide leadership in policy development on public health and social justice issues impacting services for SGM, especially African Americans (considering Baltimore's demographic).
- Develop strategies to meet program goals and enhance leadership skills of program staff.
- Collaborate with the CEO on funding opportunities to expand services and programs.
- Assist in program quality assurance, ensuring staff certifications and training as mandated.
- Organize bi-weekly departmental meetings and provide individual guidance when necessary.
- Collaborate with clinical supervisors to enhance care service delivery.
- Identify staff training needs and recommend them to the CEO.
- Update and ensure adherence to program protocols and policies.
- Consult with the administrative team on hiring decisions.
- Perform other duties as assigned.

Educational Requirements:

- Master's degree or equivalent experience in social work, education, healthcare management, business management, leadership, or organizational development.

Preferred Qualifications:

- Understanding of social determinants of health related to specific populations.
- 3+ years of experience managing high-quality programs.
- 3+ years of team management experience.
- Strong organizational skills.
- Excellent interpersonal skills.
- Proficient in both written and verbal communication.

Note: The position is NOT entirely remote but occasionally allows for hybrid work. PCOM is an equal opportunity employer, and applicants may undergo pre-employment screening.

How to Apply:

Interested candidates are encouraged to submit their resume, a cover letter, and proof of state licensure showing their qualifications and passion for sexual health, and three professional references to Evans Cooper at evans@pridecentermd.org.

Application Deadline:

Oct 31, 2023

Equal Opportunity Employer:

The Pride Center of Maryland is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and patients regardless of race, ethnicity, sex, gender, sexual orientation, and or disability.