

About the Organization

Boys to Men Tucson (BTMT) helps to break intergenerational cycles of violence by organizing the men in our community to wholly show up for all boys. We strengthen our communities by nurturing intentional spaces for boys, men, and masculine-identified folks to practice honest and mindful relationships. We know that when masculine adults and youth practice vulnerability with each other, our entire community emerges stronger. We are dedicated to hope for a future that:

- society views masculinity in a radically different way and men are able to express all parts of themselves;
- boys and masculine-identified youth all have safe, trusted, and healthy role models outside of the home;
- patriarchy, racism, homophobia, transphobia, ableism, and all systemic forms of power are eradicated, and therefore the violence toward marginalized populations is eradicated.

We believe that our work training men and mentoring boys in the southern Arizona communities contribute to this future. We are committed to being accountable to our community impact and learning innovative ways to decolonize the work.

BTMT has experienced tremendous growth over the past four years, expanding our services to 25+ sites across Pima County, as well as Juvenile Detention. We are looking for an experienced, ambitious, and [values-aligned](#) leader to join our team who can help us to take our programs to the next level, increasing program fidelity, scope, and overall impact. This individual will be deeply engaged in the creation of an exceptional and nontraditional work culture that centers whole human beings and a vision for work that is nourishing and uplifting. As BTMT grows and changes in the near- and long-term, there will be ample opportunity and expectation for the DOP role to grow and expand alongside the organization.

Role Description

The **Director of Programs (DOP)** reports to the **Director of Operations (DOO)** and is responsible for ensuring the effectiveness of the organization's programs, which are executed through program staff, interns, and our volunteer-mentors. The **DOP** develops the vision for programs with a deep understanding of the systemic roots contributing to the need for this work, and adapts to emergent dynamics within the communities we serve. The person in this role manages all of our program staff, manages relationships with institutional and community partners, and oversees the effectiveness of our volunteer mentorship operation. They work with staff to coordinate program logistics and planning as well as program assessment, and to ensure growth and impact of our group mentorship programming across the community. The ideal candidate has significant experience overseeing relevant programming, and has the skills and

creativity to push and adapt our programs to meet emergent needs of the organization and community. They are energized by a vision of gender and racial justice accomplished through intergenerational masculinity work, and devoted to the transformative values of this work. The DOP will be responsible for overseeing and executing our healthy masculinity direct service programs, and to be successful this role must be held by an individual that identifies as masculine, including but not limited to men, male, trans, non-binary, or any other masculine gender identity.

Some evening and weekend work is required for this position. Flexible and remote work options are available. Self-care, community care, work/life balance, flexibility, and the personal and professional well-being of our staff is a priority. We also offer an excellent benefits package.

Compensation

The range for this salaried position is \$55,000 - \$61,000; position includes a competitive benefits package including unlimited paid time off, employer covered medical insurance, dental, vision, life/ADD, and more.

Role Responsibilities:

- Works collaboratively with the CEO & Director of Operations to develop annual and long-term program goals and objectives
- Supervises all program staff, supporting professional growth and ensuring accountability throughout the team
- Oversees and ensures the effectiveness of Site-Based Mentoring Program, Challenge Adventure Weekends, Adventure Outings, and other programs as developed
- Ensures the fidelity and quality of programming across a wide and diverse variety of sites
- Ensures appropriate boundaries, conduct, safety, and development of participants
- Facilitates in-person programs as needed
- Participates in and/or leads various special events, which may include end of year celebrations, mentor recognition events, etc.
- Oversees program staff in the recruitment, training, retention, recognition, and advancement of program volunteers
- Oversees the implementation of all background check protocols for volunteers

- Oversees and enhances program data systems to ensure that all volunteer & program data are gathered, tracked, and communicated throughout the organization
- Facilitates cycles of learning and adaptation in response to feedback gathered
- Builds and maintains exceptional relationships with program sites, schools, volunteers, clients, and parents/guardians
- Works alongside the CEO in promoting the organization's programs and mission, building relationships with the community, and encouraging partnerships beneficial to the organization
- Works with other staff to creatively ensure the effective communications and marketing of both upcoming and past programming to a variety of diverse audiences
- Contributes to building a collective vision for the future of BTMT and values-aligned organizational structure
- Additional duties as needed

Requirements & Qualifications:

- Experience leading, engaging, mobilizing, and recruiting a large workforce, including volunteers
- Ideal candidate will have deep appreciation for existing and historical dynamics within communities of color throughout Tucson and Pima County
- Understanding of and ability to implement transformative justice principles and framework
- Deep understanding of and commitment to practicing healthy masculinity
- Experience managing databases and information systems
- Level 1 Fingerprint Clearance Card
- Willingness to relocate if not currently residing in Pima county
- A car, insurance, valid driver's license
- Holds a masculine gender identity
- Effective time management skills, including demonstrated ability to manage and prioritize multiple tasks and projects
- Bilingual Spanish speakers preferred, and are encouraged to apply
- Detail-oriented with the ability to prioritize, and excel in high-growth organizations
- Ability to work within a team, build relationships and work collaboratively throughout the organization and with community partners
- Strong interpersonal and customer service skills and ability to serve as an ambassador for Boys to Men Tucson
- Excellent presentation skills

- Proficient in Microsoft Office and Google Suite
- Ideal candidate will have experience with Asana, Quickbooks, and Bloomerang

How we work:

- BTMT is a hybrid workplace, with a blend of in-person and virtual work. The DOP position requires significant in-person engagement with internal and external stakeholders. Where in-person engagement is not necessary for success, we are happy to offer flexibility to work remotely, as desired.
- Our organization is in a phase of significant growth and change. The successful candidate will be part of an ongoing organizational design and infrastructure development process, and therefore must have a high tolerance for uncertainty and change as well as a desire to work in a highly collaborative, consent-based workplace.

Selection process:

- Applications will be accepted on a rolling basis until position has been filled.
- Invitations for virtual first-round interviews will be extended within 5 business days of submission.
- Round 1: 45-minute virtual interview with BTMT staff
- Round 2: 90 minute interview (virtual or in-person) with BTMT CEO and staff
- Request for 3 professional and/or community references
- Round 3: 75-minute in-person interview with BTMT staff, board, and stakeholders
Note: BTMT will reimburse for travel expenses for candidates outside of Pima county

To apply to the Director of Programs position, email your resume and cover letter (1-2 pages) to susan@btmtucson.com. Cover letter should answer the following questions:

- How do you define healthy masculinity and how has that evolved over the course of your professional journey?
- How has your relationship to the core values of Equity (inclusivity and anti-racism) and Accountability informed your professional work?
- How does a commitment to personal healing and growth enable you to deliver strong programmatic outcomes?