



Title:	Program Director of B'More for Healthy Babies
Full Time/Part-Time:	Full-Time
Exempt/Non-Exempt:	Exempt
Salary:	Starting at \$72,000 annually
Number of Openings:	1
Apply Here:	https://recruiting.myapps.paychex.com/appone/MainInfoReq.asp?R_ID=6892811

Description:

POSITION SUMMARY:

The Program Director of B'More for Healthy Babies will work collaboratively to support a variety of projects and strategies that aim to build strong families and safe environments. Working closely with city-wide agencies the Program Director will be responsible for supporting Family League's funded partners within the perinatal health portfolio, including home visiting and BHB Community programs, as a part of the city-wide initiative, B'More for Healthy Babies (BHB). This position maintains an open dialogue and balances the interest of a wide variety of stakeholders; promotes high visibility of shared contributions to goals; maintains frequent communication and serves as an effective liaison between stakeholders. This position requires a person to fulfill job responsibilities in ways that support an equitable and inclusive environment for colleagues, partners, and community stakeholders.

ESSENTIAL FUNCTIONS:

Drives Vision and Purpose—Provide leadership, strategic vision and guidance to internal team, partners and other stakeholders that incorporate best practices, research and technical approaches that support positive school readiness outcomes.

Plan, Align and Direct—Work in collaboration with stakeholders, develop, manage, communicate and oversee a comprehensive plan aligned to data, needs and priorities; Work collaboratively to define and achieve goals/outcomes and set expectations around program design and quality (as applicable).

Collaboration and Convening—Establish and leverage strategic partnerships and relationships that meet identified needs and support goals while deepening an expanding the work; Establish and maintain relationships with diverse stakeholders including funded partners through frequent communication, intentional engagement, problem-solving, decision-making, and leveraging expertise to strengthen programs and meet identified goals; Build strong working relationships with diverse stakeholders to develop realistic solutions for challenges; Convene meetings with diverse stakeholders.

Continuous Improvement—Support effective, relevant programming and positive outcomes with a focus on results, impact and deliverables; Integrate proven quality models in all aspects of work and collaborate with and guide stakeholders to develop and observe standards of excellence; Ensure implementation of high-quality programs through innovative program development, evaluations, and ongoing capacity building; implement and support program performance and evaluation strategies in collaboration with internal teams and stakeholders; Develop, collect and analyze data to identify areas of improvement and expansion; Review and analyze programmatic data to address challenges, make decisions, develop new strategies, plan for continuous improvement and leverage resources to improve program performance.

Capacity Building—Work in collaboration with teams and stakeholders to provide capacity building activities/resources that are responsive to the needs of funded partner organizations; Support the creation of a professional development plan that leverages funded partner subject matter expertise, is aligned to data/recognized competencies and standards, supports needs/trends, and incorporates national best practices.



Knowledge of the following:

Special Projects—Oversee the effective and timely management of special projects events and activities including active leadership in the improvement of the citywide home visiting strategy.

Report—Documenting progress and submit reports/outcome measures periodically and as requested.

Support Grantmaking and Deliverables—Coordinate with internal teams to develop high quality request for proposals in-line with Family League's policies to procure vendors who can lead high quality programs/initiatives; Work collaboratively with internal teams to define contract deliverables for grants.

Budgeting—Support organization's core value of stewardship; Work collaboratively with internal teams to develop a budget aligned to data and monitor it throughout the year.

Ability to do the following:

Leading an Effective Team—Provide proactive, supportive, and person-centered supervision to a small team; Support goals and identify areas of improvement to build the capability of the team through training, coaching, and mentoring; Provide sound technical and management support and coaching for projects.

Communication—Work closely with communications and other stakeholders to advocate for and share the impact of perinatal health initiatives/programs. Publicly represent and promote Family League's work and expertise to a range of stakeholders, through speaking engagements, presentations, conferences/convenings, strategic communications and other forms of engagement; Inform policy and practice on issues through presentations to various stakeholders.

MINIMUM QUALIFICATIONS:

General Education—Bachelors degree or equivalent level of relevant experience. A minimum of three years' experience working in perinatal health portfolio and/or leading collaborative initiatives mobilizing cross-sector initiatives strongly referred.

General Experience—Knowledge in managing projects (including program design, writing and monitoring work plans, providing technical assistance, and writing reports). Experience with mobilizing communities to action through organized partnership and leadership development. Understanding of health communication theories and principles and application to community-based program implementation. Understanding of the Baltimore City community and prior home visiting program experience highly desired. Prenatal, early childhood and/or women's health experience preferred.

Managerial Experience—At minimum three years of experience leading, motivating, developing and managing a small diverse team is preferred.

ADDITIONAL INFORMATION:

This position is currently hybrid and qualifies for a connectivity stipend in the amount of \$100/month. Maryland residency is a requirement—Baltimore City residency strongly preferred; Must be able to work in a hybrid environment.

EOE Statement:

Family League of Baltimore values a diverse workforce reflective of the community we serve. Family League of Baltimore is an Equal Opportunity Employer and does not discriminate based on race, color, national origin, sex, age, ethnicity, disability, sexual orientation, religious and or political beliefs. We recruit, employ, retain, compensate, train, promote, discipline, terminate and treat all employees and job applicants based solely on qualification, performance and competence.

About the Organization:

Family League of Baltimore (Family League) is a 501(c)(3) nonprofit organization and the designated Local Management Board for the City of Baltimore. Since 1991, it has worked collaboratively with to support data-informed, community-driven solutions that align resources to dismantle the systemic barriers which limit the possibilities for children, families, and communities.

Stewardship, performance, trust, respect, innovation, and equity are the core values that guide its work. Family League believes that racial equity is achieved when race no longer determines the life trajectory of people in Baltimore. As such, it applies a racial



equity lens to its policies, practices, and organizational culture.

This position is currently accepting applications.