



Vice-President of Programs Position Announcement

MISSION:

Big Brothers Big Sisters of Central Florida helps at-risk youth (in Orange, Osceola, Seminole, Brevard and Lake Counties, Florida) reach their greatest potential through professionally supported one-to-one mentoring relationships with measurable impact.

GUIDING PRINCIPLES:

- **Excellence** – a commitment to setting a standard for quality & professionalism
- **Integrity** – a commitment to being whole, principled, honorable and acting on convictions. Committing to standards that reflect honesty, fairness, professionalism & accountability.
- **Empathy** – a commitment to treating all people with compassion, dignity & respect and appreciating diverse cultures and values.
- **Devotion to Mission** – a commitment to loyalty, faithfulness & conviction for the organization's mission, underlying beliefs, founding principles, priorities & objectives.
- **Stewardship** – a commitment to prudently using our human & financial resources that have been entrusted by our community, in order to meet the mission.
- **Leadership** – a commitment to striving to be a leader among nonprofits in our community. Understanding that this role means a commitment to best practices, innovation and role modeling.

THE POSITION:

The VP of Programs is responsible for establishing the strategic direction for program functions; overseeing program design and implementation. The VP of Programs will provide effective leadership and performance-based management to program staff to ensure achievement of individual and team goals while building a culture of accountability, staff learning, development and motivation. The VP will be an approachable leader who empowers & motivates staff and leads by example.

The VP will be a visible & behind the scenes leader with staff, volunteers, board members, private & public donors, external organizations, political, business, education & social service leaders.

POSITION REQUIREMENTS:

The VP of Programs must be passionate about Big Brothers Big Sisters' mission & personally committed to its continued success. The ideal candidate will foster a culture of excitement & teamwork to accomplish program goals. Candidate must have strong trouble-shooting & problem-solving skills; must be a successful multi-tasker, possess excellent communication and public speaking skills with the ability to communicate with diverse parties. The ideal candidate will be someone with a proven ability to build programs, manage people, achieve goals, utilize data to drive performance and build strong partnerships.

MINIMUM QUALIFICATIONS:

Bachelor's degree required, advanced degree preferred.

5+ year history of progressively responsible leadership experience.

Corporate management, youth development & Spanish-speaking all strong pluses.

APPLICATION INSTRUCTIONS:

Qualified applicants should submit resume, writing sample & references to Jennifer Rider, CEO – Big Brothers Big Sisters of Central Florida – 807 S. Orlando Avenue, Suite L, Winter Park, FL 32789. Email: jennifer@bbbscfl.org No faxed applications will be accepted.