



Director of Programs

Reporting to: Executive Director

Location: Remote

About Swipe Out Hunger: Founded in 2010, Swipe Out Hunger works to end student hunger on more than 450+ college and university campuses across the United States, as well as Canada and Mexico. Swipe Out Hunger promotes on-campus solutions, policy and advocacy, and community building practices to address college food insecurity.

Role Description: The Director of Programs will lead the organization's Programs Department. This role will support the engagement of our campus partners and develop a suite of accessible anti-hunger program offerings. The position will ensure Swipe Out Hunger maintains effective relationships across our 450+ partners and upholds the information needed to inform the strategic plan of the organization. The Director of Programs is someone strategic and action-oriented, who can bring together stakeholders and team members to work towards nationwide anti-hunger programming.

Responsibilities:

- **Leadership & Management**
 - Support, coach, manage, and create clarity to the Programs team members.
 - Develop departmental strategies to lead programmatic and partnership implementation.
 - Identify key needs of the basic needs community and explore program development opportunities.
 - Use program data and evaluation to continually inform and shape programmatic iterations and offerings.
 - Support the mission and day-to-day execution of what needs to move the organization forward as part of the core leadership team.
- **Program Development**
 - Manage and review programmatic processes, operations, and budget for effective programmatic management
 - Develop and apply a JEDI (Justice, Equity, Diversity, Inclusion) framework to programmatic operations
 - Identify and carry out opportunities for improvement of internal management of programs
 - Work with the team to create and implement scalable solutions for key departmental needs
 - Lead team members to develop program content and resources for college food pantries.

- **Community Engagement**

- Develop and oversee the programs department's engagement strategy and stakeholder engagement plan to foster community among the Swipe Out Hunger network
- Create and coordinate outreach strategy and efforts to the Swipe Out Hunger network, in coordination with the Advocacy team
- Serve as a convener and expert: troubleshoot challenges, successfully engage with campus stakeholders, and offer the most strategic guidance, best practices, and resources to the network.
- Explore potential program development with value-aligned people and organizations that could increase the impact of Swipe Out Hunger's pantry-oriented work.
- Represent the organization publicly on panels and other higher education basic needs and food insecurity gatherings.

Requirements:

- 5+ years' experience in hunger relief efforts, poverty solutions, or general nonprofit program management
- Deep experience as an effective project manager with a strong work ethic, attention to detail, time management, ability to prioritize, problem-solve, willingness to learn, and a collaborative work style
- Strong interpersonal and writing skills
- Possess the skills to work with and motivate staff, students, board members and other volunteers
- Agility to change tasks and strategy depending on the current
- Be organized, a self-starter, and exhibit "follow through" on tasks and goals
- Display a positive attitude, show concern for people and community, demonstrate presence, self-confidence, common sense, and good listening ability
- A strong strategic and creative thinker and collaborator with excellent organizational skills
- Able to use discretion and exercise sound judgment
- Comfort with communicating externally with media about the Swipe Out Hunger mission
- Travel to campuses, conferences, team retreats (up to 20%)

Compensation & Benefits Package:

This is a full-time, exempt position with a salary between \$80,000-\$88,000, commensurate with experience. Swipe Out Hunger provides a supportive benefits package, including 100% coverage for employees. This includes medical, dental, and vision benefits, 401K retirement matching after 6 months tenure, flex time, a \$500/year professional development stipend, and a \$400/year 'Work Comfortably from Home' fund.

We are an equal opportunity employer and are committed to cultivating a team that reflects the rich diversity of the population we serve. We do not discriminate on the basis of race, color, national origin, religion, age, sexual orientation, gender identity or expression, marital or domestic partner status, veteran status, medical condition, mental or physical disability which would not prevent the performance of essential job duties without reasonable accommodation.