



## Job Announcement

**Title:** Chief Program Officer (CPO)

### **Job Summary:**

WiNGS helps women lift themselves and their families out of poverty. The reality is that in Dallas, we are surrounded by women struggling to make ends meet - women living one crisis away from financial insecurity, unemployment, or homelessness. Our focus is to help women and their families navigate challenges and choices on their path to a better life.

At WiNGS, we're bringing the smartest, proven strategies we can find to Dallas. One of the strategies we helped bring to Dallas is the national Nurse-Family Partnership model. We connect first-time, at-risk moms with WiNGS registered nurses. Through home visitation, our nurses stay with mom and her family through pregnancy, childbirth and until the baby reaches age two. The result is healthy babies and moms who are better equipped to create a bright future for their new families. We've also created a robust financial coaching program that helps women systematically move out of crisis and poverty. And our newest program provides women the tools to turn their business hopes into reality. Through the Women's Enterprise Center, women learn how to take a talent, a skill, a dream – and transform it into her own business.

You have the opportunity to join the leadership team at WiNGS and help women soar. Reporting to the CEO, and working closely with the Chief Strategy Officer, the CPO will oversee programs and related services to ensure the execution of our strategic vision; evaluate program effectiveness; help solicit funding and provide mentoring, guidance and professional development to our program teams.

### *Strategy Execution*

- Function as a member of the Senior Leadership team, providing direction and decision making that impacts the agency and program goals.
- Coordinate with the Chief Strategy Officer in the development and implementation of strategic planning and lead key initiatives assigned to the CPO role. Help develop new program ideas, launch pilot projects and integrate successful pilots into the program areas.
- Support fund development efforts, partnering with the Chief Development Officer for proposal writing, grant reporting and fundraising events.
- Serve as subject matter expert on program areas. Represents WiNGS on committees and community initiatives that support the mission and strategic vision.
- Conduct ongoing research to stay abreast of trends, statistics and best-practices related to WiNGS vision.

### *Leadership and Team Development*

- Create and support a high performing culture aligned with core values. Develop a team-based environment to motivate and inspire staff to work collaboratively toward vision and goals.
- Hire, train and supervise program directors and managers, ensure staff has necessary resources and training to be successful in their roles. Coordinate with the CSO to identify leadership and professional development opportunities.
- Determine staffing plans to achieve program goals and objectives.

### *Program Oversight and Evaluation*

- Oversee the coordination, integration, and delivery of programs, contracts and related services, promoting collaborative relationships between program areas and ensuring that expectations of funders, partners, members and other stakeholders are consistently met.
- Continuously evaluate the operations and quality of programs and services, ensure that each has the appropriate infrastructure (staffing, resources, technology, processes) to support current activities and projected growth.
- Establish annual program, departmental and staff goals. Track results at least monthly, implementing corrective measures when needed.
- Work closely with finance department to ensure sound fiscal management of programs.
- Coordinate and analyze data to inform the decision-making process for programs. Use a Salesforce platform to evaluate data, efficiency, transparency and collaborative efforts among program areas.
- Deepen existing and create new measures for outreach and recruitment.

### **Requirements:**

- A minimum of 10 years leadership experience in a nonprofit, government, or philanthropy, overseeing multiple programs or contracts ideally at an organization serving women or low-income populations.
- Bachelor's degree required; advanced degree strongly desired.
- Passion for WiNGS mission and purpose and an ability to communicate this passion to others.
- Demonstrated experience managing high-performance teams including professional development and mentorship.
- Comprehensive working knowledge of program planning, organizational structure, budgeting, administrative operations, and fundraising.
- Expertise in one or more of WiNGS core program areas.
- Demonstrated ability to analyze and compile complex data for planning and reporting purposes.
- Excellent communication skills, both written and oral, with the ability to represent the organization externally across a wide range of stakeholders and constituencies.
- Strong relationship builder with the ability to find common ground, build consensus and strengthen collaboration among diverse stakeholders.
- Ability to successfully navigate in a fast-paced, outcomes-driven and entrepreneurial environment.
- Demonstrated commitment to the values of diversity, inclusiveness and empowerment.
- Experienced with Microsoft Office programs (Word, Excel, Outlook), Salesforce platforms and social media tools.

### **APPLY**

WiNGS is an Equal Opportunity Employer and offers competitive compensation and comprehensive benefits, including medical, dental, vision, and life insurance, short- and long-term disability plans and retirement.

To apply, please send resume, cover letter, salary requirements, and three professional references to [Careers@wingsdallas.org](mailto:Careers@wingsdallas.org).