



## **About The “I Have A Dream” Foundation**

The "I Have A Dream" Foundation works to ensure that all children have the opportunity to pursue higher education, fulfill their potential, and achieve their dreams. We empower children (“Dreamers”) in under-resourced communities to graduate from college by equipping them with the skills and knowledge to succeed in postsecondary school, along with tuition support to remove financial barriers. By helping our Dreamers gain access to college, we are putting them on a different academic and life trajectory, while having a broader impact on the students' families and the generations that follow.

The “I Have A Dream” Foundation serves children and families across the country. 92% of our families are Black and Latinx. We believe that to uplift the most marginalized people in society – including people of color, people from working class backgrounds, women and LGBTQ people, these communities must be centered in the work we do.

IHDF ensures high quality relevant programming through inclusive practices that combat racial and educational inequities.

## **Position Description**

IHDF seeks a Chief Program Officer (CPO) to lead the program team to consistently deliver excellent outcomes over two streams of work: National Program and New York Affiliate. The CPO will be responsible for local and national data, performance management, and evaluation efforts. Reporting to the Chief Executive Officer, the CPO will effectively lead and manage a diverse and high performing program team, and work across functions to ensure that the organization has the resources, talent, and inspiration needed to achieve all of its ambitious goals.

## **Key Responsibilities**

- In coordination with the Chief Executive Officer and executive team, play a key role in the overall development, strategic planning, service delivery, and management of the organization across multiple sites and departments.
- Nationally, drive the vision, strategy, design, planning, delivery and assessment of national programs designed to support affiliate success.
- Invest senior leadership and Board in program goals and accomplishments, ensuring that program results are monitored, analyzed and appropriately packaged to be consumed by a broad audience, including funders.
- Partner with the Board of Directors, executive leadership, staff & Affiliates to ensure the realization of network wide programmatic goals.
- Support fund development efforts through proposal writing and partnering with the CEO to steward funding relationships



- Participate in the budget development process and maintain a high level of fiscal responsibility.
- Establish annual program, departmental, and staff goals and objectives and track results against these goals as well as accountability protocols.
- Design and implement systems and practices to uphold relentless use of data, research, and inquiry to foster improvement, innovation, and inform practices. Serve as liaison to key government agencies, in particular to New York City
- Lead and support the New York program team, who works directly to provide Dreamers and families in New York City with our signature long-term, wrap-around services
- Directly supervise and work closely with program staff to build their skills and ensure delivery of high quality programming.

### Qualifications

- 5 or more years of team management for over 5 people
- Experience and skill in working with a Board of Directors
- Demonstrated organizational abilities, including planning, program development, delegation and task facilitation
- Success in establishing relationships with individuals and organizations including funders and partner agencies
- Familiarity with principles behind socio emotional programming that increase access to higher education
- Strong relationship builder with the ability find common ground, build consensus and strengthen collaboration among diverse stakeholders.
- Demonstrated commitment to the values of diversity, inclusiveness and empowerment
- Demonstrated experience managing a high-performing team in a multi-site structure to include professional development and mentorship.
- Demonstrated ability to analyze and compile data for planning and reporting purposes in an accessible

### Compensation

The salary range for this position is \$135,000 – \$155,000, commensurate with experience, and IHDF provides a comprehensive benefits package. We strongly encourage applicants from underrepresented identities or marginalized communities to apply.

### To Apply

Send a cover letter and resume to Eugena Oh at [eoh@ihaveadreamfoundation.org](mailto:eoh@ihaveadreamfoundation.org).