



Senior Program Director, Durham, NC

Organization Overview

MDC inspires, supports, and enables leaders in organizations and communities across the American South to address structural barriers to equity and opportunity in education, living wage employment, and financial security. For nearly 50 years, MDC has helped organizations and communities throughout the South to close the gaps that separate people from opportunity. We do this by first creating a will for change – getting to know a community or organization, connecting leaders across social and political lines, and helping them understand the particular barriers they face. We highlight gaps through historical and statistical research, we identify solutions with a high potential for success, and we mobilize leaders to address the issues raised. From that work come sustainable programs and systemic changes that can connect people with the financial supports to stabilize their lives, the education and training they need to get better jobs, and the industries that will benefit from their labors and improve the entire community. To learn more about MDC, please visit www.mdcinc.org.

Position Summary

The Senior Program Director will play a critical role in leading MDC's work related to postsecondary attainment in the South. The Senior Program Director will build out a powerful agenda for MDC to address equity and postsecondary completion, drawing on what MDC has learned from past work in this area, as well as an understanding of the unique context and challenges related to postsecondary attainment in the South. To drive this agenda forward, the Senior Program Director will direct, manage, and participate in program development and delivery, guiding high-performing project teams to produce high-quality deliverables, and support resource development by building relationships with potential partner organizations and funders. In addition to guiding MDC's work on postsecondary attainment, the Senior Program Director will also participate in initiatives related to workforce development.

This is a unique opportunity for a mission-driven and strategic leader with a deep understanding of culture, systems, and practice in postsecondary institutions and the ability to create and lead an agenda for change. Sitting on the senior management team, the Senior Program Director will join a collaborative staff that is doing innovative work to promote equity.

Key Responsibilities

- Establish MDC's strategy for postsecondary attainment initiatives, building on the organization's past work and current needs in the field and leveraging creative thought to identify a vision for the future of this work
- Provide project leadership and/or content expertise for MDC's current initiatives related to education and workforce development
- Support MDC's fund development goals by building strong relationships with current and prospective partner organizations and funders; set and meet specific annual targets for program growth
- Act as a senior external representative for MDC, ensuring the organization is recognized across the region as a key resource for addressing equity issues
- Manage project-based teams through the development, delivery, and assessment stages, ensuring high performance and adherence to MDC's standards, and managing budgets, timelines, and staffing
- Serve as a member of the senior leadership team with responsibility for fostering continuous improvement in MDC's practice and culture

Qualifications

- Demonstrated content expertise and professional experience in postsecondary attainment or related fields such as workforce development; experience working in or with community colleges considered a plus
- At least 10 years of professional experience, with past success in leadership roles involving responsibility program, staff, and budget management
- Strong relationship-building skills and past experience serving as an external representative responsible for cultivating relationships with partners, funders, or other stakeholders
- Creative and strategic thinker who can identify and operationalize plans to drive change at a systems level
- Adaptable team member, with both the ability to lead and coach high-performing project-based teams and to participate, when appropriate, as an individual contributor
- Excellent communications skills (oral and written) and strong analytic abilities; ability to present MDC's ideas and analysis to a wide range of external audiences
- Understanding of and respect for the South, ideally with professional or personal experience that supports cultural competency in the region
- Ability to work effectively within complex, rapidly changing environments
- Goal-oriented self-starter who can thrive in a small, nimble organization
- Commitment to advancing equity and opportunity and ability to thrive in an organizational culture that emphasizes collaboration, healthy debate, accountability, and humility
- Bachelor's degree required; advanced degree strongly preferred

To Apply

Please upload a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position and stating how you heard about this opportunity, both in Word format, addressed to David Dodson at

http://commongoodcareers.force.com/careers/ts2_Register?jobId=a0K1600000kO549&tSource

Applications will be reviewed on a rolling basis.

MDC offers a competitive salary and benefits, commensurate with experience and skills.

MDC is proud to be an equal opportunity employer and, as an organization committed to diversity and equity, it is our policy to provide an equal employment opportunity to all individuals without regard to age, color, race, religion, national origin, disability, military/veteran status, sex, gender, gender expression, sexual orientation, or status in any other group, protected by federal or local law or for any other reason. We strongly encourage applications from people of color, as well as women, the LGBTQ+ community, and members of underrepresented groups. Reasonable accommodations are available on request.

About Commongood Careers

MDC has partnered with Commongood Careers to conduct the search for a Senior Program Director. Commongood Careers is a mission-driven search firm that supports the hiring needs of high-impact nonprofits. With an approach that leverages robust talent networks, recruitment and search management expertise, and a deep understanding of our clients' missions and cultures, we help organizations secure the talent they need to create greater social impact. Since our founding in 2005, Commongood Careers has led more than 700 searches at 275 organizations in 33 states, making us one of the most experienced and dedicated nonprofit search firms in the country. [Learn more about nonprofit job opportunities at Commongood Careers.](#)