



## back on my feet – Program Director, Fort Lauderdale

### The Organization

Back on My Feet combats homelessness through the power of running, community support and essential employment and housing resources. Operating in 14 major cities coast-to-coast, Back on My Feet recruits members (those experiencing homelessness) at transitional homeless and residential treatment/recovery facilities and begins with a commitment to run or walk several mornings a week. Through our Next Steps programming, BoMF provides workforce development support, job training programs, employment partnership referrals and housing support. Please click here to see our program in action:

<http://www.backonmyfeet.org/BoMFVideo>

Since 2007, Back on My Feet has served more than 12,000 individuals experiencing or at risk of homelessness and engaged more than 100,000 volunteers and supporters. Our members have run a collective 1,000,000 miles and obtained more than 8,000 jobs and homes. Within six months of becoming a Back on My Feet Alumnus, 90% of members maintain their employment, 60% receive a wage increase and 20% achieve a promotion. Every \$1 invested in Back on My Feet returns nearly \$2.50 to the local community through increased economic output from employment and reduction in costs for shelter, medical services, incarceration and drug and alcohol treatment.

Through our innovative program, Back on My Feet proves that there is hope, that individuals can achieve things they never thought possible and that there are people who will support them along the way. For additional information, please visit [www.backonmyfeet.org](http://www.backonmyfeet.org).

### Our Core Values

**Be Results-Driven:** Goals: Own them, crush them, seek more. Others are relying on you to deliver. Be decisive. Prioritize. Measure and act on what matters most to our vision, operating with speed and simplicity. Own mistakes, learn from them and do better.

**Be Bold:** Think BIG. Innovate. Take calculated risks. Be entrepreneurial. Seek to develop new ways we can enhance and grow our mission. Identify challenges, solve problems, create solutions. Take initiative but ask for help when you need it.

**Be Respectful:** Embody integrity without compromise. Recognize what you can control, what you can't and have the wisdom to know the difference. Engage in direct, transparent and respectful dialogue.

**Embrace Change:** Be nimble, flexible and ready for change. Drive change for the benefit of the vision. Thrive in ambiguity. Take initiative to find ways to harness change and drive

innovation. Be a champion of organizational transformation with members, volunteers, donors, partners and staff.

**Welcome Diversity:** Seek, encourage and celebrate diversity as an opportunity to learn and grow stronger communities. Pursue and embrace diverse perspectives to better move our vision forward. Work together to create an inclusive workplace that values the voice and dignity of every individual

**Win Together:** Engage in purposeful collaboration to achieve our vision. Leverage collective genius- embrace the value of colleagues' expertise and have the humility to tap into it. Cultivate each employee's strengths and abilities to support the mission. Work as ONE united team across the country.

**Aim Higher:** Own your journey. Be empowered to drive value to strengthen our vision. Strive every day to perfect your craft. Find the balance you need to excel but also take care of yourself.

### **The Position**

Back on My Feet is run like a fast paced, innovative, corporate start-up and led by a former Strategy Consulting Executive from a leading firm. The majority of our senior leadership team originate from corporate backgrounds and we are entirely privately funded through corporations, foundations and individuals. Our National Board includes many industry leaders from a variety of corporations including Accenture, AT&T and Marriott. We are relentlessly focused on improving the organization's impact and constantly looking at new ways to bring more supporters to the mission.

The Program Director (PD) is responsible to ensure a sustainable, effective and efficient program that achieves Back on My Feet's primary objective of helping members obtain and sustain employment. The PD will be responsible for managing and engaging volunteers to support our members in a variety of capacities along their journey toward self-sufficiency. Additionally, the PD is responsible for the development and maintenance of key relationships that are critical to the implementation of the program (e.g., facility relationships, corporate partnerships, and non-profit partnerships). The PD is responsible for the growth of BoMF's impact in the Ft. Lauderdale area within the overall organizational vision and guidelines. The Ft. Lauderdale Program Director will report to the Regional Program Director (based remotely).

### **Specific Responsibilities will include:**

- Ensure the chapter is meeting programmatic goals: Back on My Feet's primary goal is to help members obtain and maintain employment. All programmatic activities should support that goal.
- Volunteer engagement and management: The PD is responsible for recruiting, supporting, and managing volunteers that assist members in removing barriers to self-sufficiency and achieving their goals. Specifically, the PD will recruit and manage volunteers that provide career coaching and general job seeking support, specialized support for critical member barriers such as legal and financial issues, and morning run/walk support.
- Developing and managing external partnerships: The PD is responsible for

building and maintain effective relationship with facility partners, other referral partners (e.g., for training, education, additional workforce development, and/or other resources members would benefit from), employment partners, and BoMF corporate partners as appropriate.

- Recruitment and onboarding of new members: The PD is responsible for conducting regular recruitment activities at referral partner facilities to ensure sufficient member population to meet our employment goals. The PD will also complete member onboarding, including barrier assessment and goal setting.
- Next Steps: The PD is responsible for executing Back on My Feet's Next Steps program, which includes workshops on financial literacy and employment preparation (typically facilitated by corporate partners) and coordination of employment services including volunteer assistance with job searching and application processes, interview preparation, referrals to employment partners, and financial aid.
- Data collection: The PD is responsible for ensuring complete and timely tracking of all data in Salesforce.
- Inventory and gear: The PD is responsible for inventory management and ordering of program gear (e.g., shoes, shorts, incentives).

### **Qualifications & Experience**

- Bachelor's degree required with 5 to 7 years of relevant work experience (volunteer management experience highly preferred).
- Proven management experience and demonstrated leadership skills.
- Depth of knowledge of Ft. Lauderdale homelessness, social services, and non-profit landscape.
- Strong written and verbal communication skills, including excellent public presentation skills.
- Proficiency with technology required, including CRM or case management software (Salesforce experience highly preferred), Slack, Google documents, Microsoft Office.
- Ability to communicate effectively with diverse populations.

### **Personal Characteristics**

- Results oriented leader who can effectively manage and drive a high-impact team and culture.
- A proactive, assertive and hands-on individual who is self-motivated and requires limited direction.
- Ability to navigate in ambiguity, nimble, and ready for change.
- Recognize differences in opinion as opportunities to learn – and know when to move on.
- Comfortable with non-traditional working schedule.
- Ability to develop relationships based on trust, confidence and respect, while also ensuring accountability.
- Passionate about helping others reach their potential.
- Unquestionable integrity and highest ethical standards.

### **Contacts**

For qualified candidates, please submit a resume and cover letter that includes salary requirements to [hr@backonmyfeet.org](mailto:hr@backonmyfeet.org)

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

For more information on the organization, please visit: [www.backonmyfeet.org](http://www.backonmyfeet.org)

### **Benefits**

Benefits include: Health and Dental Plans, Travel and Medical Flex Reimbursement Plans, 401K, Annual Running Gear Reimbursement. Generous PTO and flexible work scheduling.

### **About Strategic Philanthropy:**

Strategic Philanthropy, Inc. a south Florida based company, was founded on the belief that effective corporate giving can be so much more than simply writing a check to charities and nonprofits who ask for your help or involvement. It is our belief that when a company aligns its charitable giving with a strategic approach and measurable outcomes, the power of giving enhances a company's brand, image and strengthens the relationships and partnerships within the community.

In short, Strategic Philanthropy gets hired by companies to give away their money to nonprofits that meet a company's business goals and objectives. As you can imagine, we have many relationships with the nonprofits in our community. We value all of the programs and services they have to offer and work with them to help promote positions that are available within their organization so that they may find the best talent possible.

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