Karis Community
Director of Programs
Reports to: Executive Director
Status: Exempt
Location: Denver, Colorado

Position Summary
The Director of Programs provides clinical and program leadership for Karis Community's residential, transitional housing, and alumni programming serving adults living with serious and persistent mental illness as well as co-occurring substance use disorders. This position is responsible for ensuring high-quality, person-centered services that support Community Members and Alumni in building independence, meaningful relationships, and fulfilling lives.

Working in close collaboration with the Executive Director, the Director of Programs oversees program effectiveness, evaluates outcomes, identifies opportunities for improvement, and helps guide the continued development of Karis Community's services and programs team. As part of a small, collaborative organization, the Director balances program leadership with direct service delivery, supervision, and active engagement in the Karis Community.

Key Responsibilities
- **Program Leadership and Operations**: Oversee the effective delivery of Karis Community's residential, transitional housing, and alumni programming. Ensure services are consistent, responsive to Community Member and Alumni needs, and aligned with the organization's mission, values, and available resources.
- **Program Development and Evaluation**: In close collaboration with the Executive Director, evaluate program effectiveness across Karis Community's services, monitor outcomes, identify opportunities for improvement, and lead program enhancements informed by data, evidence-informed practices, and Community Member and Alumni feedback.
- **Program Capacity and Sustainability**: Maintain program capacity by overseeing admissions, transitions, and Community Member engagement, while identifying opportunities to strengthen program participation and long-term sustainability.
- **Direct Service and Clinical Support**: Provide direct clinical and supportive services to Community Members and Alumni, including assessment, goal development, individual and group support, crisis intervention, and coordination of care, as appropriate to the needs of the program.
- **Clinical Oversight and Quality**: Provide clinical and programmatic guidance across Karis Community's services, including Stepping Stone Cottage and alumni programming, while promoting high standards of clinical practice, ethical care, documentation, and service delivery. Support consistent, individualized approaches that foster recovery, independence, and community integration.
- **Programs Team Structure and Development**: Partner with the Executive Director to assess and strengthen the program's staffing structure, identify evolving staffing needs and opportunities, and support the development and implementation of new or revised roles. Collaborate in

recruitment, interviewing, hiring, onboarding, and training of program staff to build a sustainable and effective team.

- **Supervision and Team Leadership**: Provide supervision, mentorship, and professional development for program staff, including the Alumni Coordinator and master's-level student interns completing field placements. Foster a collaborative, supportive, and accountable team culture through ongoing coaching, clear expectations, and opportunities for professional growth.
- **Community Engagement and Partnerships**: Build and maintain positive relationships with Community Members, Alumni, families, external providers, community organizations, and referral partners to support continuity of care, meaningful community participation, and access to resources.
- **Organizational Leadership and Collaboration**: Serve as a key member of the organizational leadership team, partnering with the Executive Director on program priorities, operational challenges, and strategic initiatives. Contribute to organizational activities and provide leadership coverage as needed.

Additional Responsibilities
Perform other duties consistent with the scope and leadership responsibilities of the position, as needed to support Karis Community's mission and operations.

Qualifications
Required

- Master's degree in social work, counseling, psychology, or a closely related behavioral health field.
- Active, independent clinical license in Colorado (e.g., LCSW, LPC, LMFT).
- Relevant clinical experience in behavioral health or a related human services setting.
- Demonstrated leadership skills through program coordination, project leadership, clinical supervision, quality improvement, or similar responsibilities.
- Strong clinical judgment, critical thinking, and ability to navigate complex situations.
- Strong interpersonal and communication skills, with the ability to build relationships and collaborate effectively.
- Ability to work independently, balance competing priorities, and contribute to a small, mission-driven organization.

Preferred

- Experience developing, implementing, evaluating, or improving programs or services.
- Experience using data, outcomes, and feedback to inform decisions and strengthen program effectiveness.
- Experience working with individuals with serious mental illness or co-occurring substance use disorders.
- Familiarity with community-based or residential behavioral health services and nonprofit organizations.
- Experience supervising, mentoring, or developing program staff and graduate student interns, including involvement in hiring, onboarding, training, or team development.

Leadership Qualities
The successful candidate will demonstrate:

- **Mission-Driven Leadership**: A commitment to supporting individuals living with serious mental illness and promoting recovery, dignity, and independence.
- **Strategic and Hands-On Approach**: The ability to balance big-picture planning with direct engagement in day-to-day program activities.
- **Analytical and Improvement-Oriented Thinking**: Curiosity about what works, comfort using data to evaluate effectiveness, and motivation to strengthen programs over time.
- **Collaboration and Relationship Building**: The ability to build trust, work closely with the Executive Director, and engage others in thoughtful decision-making.
- **Adaptability and Resourcefulness**: Comfort navigating competing priorities and finding practical solutions in a small nonprofit environment.
- **Supportive and Accountable Leadership**: The ability to develop others, provide constructive feedback, and maintain clear expectations while fostering a positive team culture.

Compensation, Benefits, and Application Information

- **Salary Range**: $75,000–$80,000 annually, commensurate with qualifications and experience.
- **Benefits**: Karis Community offers medical, dental, and vision insurance; a SIMPLE IRA retirement plan with employer matching contributions; paid time off (PTO) accrued at 6 hours per semi-monthly pay period; 48 hours of paid sick leave annually; 10 paid holidays; and professional development and continuing education opportunities.
- **Application Process**: Please email your resume, a cover letter outlining your interest in the position, and three references to Karis Community's Executive Director, Annie Wharton, at annie@kariscommunity.org
- **Application Deadline**: Applications are accepted on an ongoing basis until the position is filled.