



Senior Director of Programs

Reports to: Executive Director

Location: Fairlee, VT

Status: Full-Time, Exempt

Position Summary

The Senior Director of Programs is a key member of the senior leadership team and holds strategic and operational responsibility for all Aloha Foundation programs. This role leads the design, execution, and continuous improvement of programs across residential camps, day camps, outdoor education, and leadership development programs. The SDP ensures that each program delivers transformational experiences aligned with the Aloha Foundation's mission and values and advances the Foundation's long-term strategic goals.

The SDP oversees a talented team of camp and program directors, providing vision, mentorship, and operational leadership. As a strategic thought partner within the Foundation, the SDP drives innovation, equity, and impact measurement, contributing to organizational planning and community outcomes, ensuring that the Foundation's programs remain models of youth and community development.

Key Responsibilities

Program Strategy & Leadership

- Provide leadership for all Aloha Foundation programs, ensuring high-quality, mission-driven experiences for campers, students, families, and partners.
- Lead strategic planning and annual goal setting for each program in collaboration with directors and cross-functional teams.
- Develop and monitor impact metrics and evaluation systems to assess program quality, equity, and outcomes.

Safety, Quality & Compliance

- Ensure excellence in safety, risk management, and compliance, including American Camp Association (ACA) accreditation, training standards, and emergency preparedness.
- Oversee development of training manuals, crisis response protocols, and seasonal staff preparation (e.g., Certification Week, Pre-Camp).

- Promote continuous quality and safety improvement through regular program reviews, participant feedback analysis, and trend identification.

Team Leadership

- Directly supervise and mentor the Foundation's six core program directors, fostering a culture of collaboration, accountability, and continuous learning.
- Champion leadership development and professional growth.

Systems, Staffing & Culture

- Partner with the Executive Director and CFO to develop and manage program budgets, monitor financial performance, and ensure resource efficiency.
- Optimize staffing models, seasonal staff positions, and cross-departmental processes to support smooth operations and sustainability.
- In partnership with HR, oversee seasonal staff recruitment, onboarding, and retention, ensuring alignment with equity goals and operational excellence.
- Continue efforts to build inclusive, equitable, and welcoming communities across all programs.
- Collaborate across departments to improve processes, enhance enrollment, attract new staff, and amplify program stories and impact narratives.
- Serve in an on-call capacity for camps and programs, supporting program needs and risk response.

Qualifications & Desired Competencies

- 10+ years of progressive leadership in youth development, outdoor education, or nonprofit program management.
- Demonstrated success in multi-site team leadership.
- Strategic thinker and clear communicator with a track record of making intentional, mission-aligned decisions that strengthen program success and development of people.
- Experience with complex budget management, program evaluation, and program innovation.
- Expertise in risk management, safety protocols, and accreditation standards for camps, outdoor education programs, or similar organizations.
- Commitment to advance equity and inclusion by applying principles of universal design to program development and staffing.
- Strong alignment with the values, mission, and leadership philosophy of the Aloha Foundation.

Compensation and Benefits

The Aloha Foundation offers a competitive executive compensation package. Salary Range of \$105,000–\$115,000 per year, commensurate with experience. Benefits include comprehensive health insurance, employer retirement contribution, camp tuition benefit, and generous paid time off.

Why Work at the Aloha Foundation?

Our mission is to inspire people of all ages to learn, explore, grow, and become their best selves. We create inclusive, community-centered experiences rooted in simplicity, integrity, and connection to nature.

The Aloha Foundation is an equal opportunity employer and welcomes applicants from all backgrounds and identities.

How to Apply

Please send a cover letter describing your interest and qualifications, along with your resume, to **HR@alohafoundation.org**. Review of applications will begin September 12, 2025 and will continue until the position is filled.