



**FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

**THE MARION FAMILY YMCA IS CURRENTLY ACCEPTING RESUMES FOR:  
SENIOR PROGRAM DIRECTOR**

**Job Summary:**

The Marion Family YMCA is an independent association looking for an experienced Y program leader to advance our work in youth development, healthy living and social responsibility. We have strong community partnerships in mentoring, preschool and school age child care and need someone to take us to the next level with these and other programs. If you're looking for a job where you can be innovative, use best practices and see impact; then the Marion Family YMCA is for you. Marion is a community poised for growth, but with a low cost of living. A great place to raise a family, Marion offers five school districts, new downtown growth and close proximity to Columbus.

Under the direction of the CEO and in accordance with the strategic plan, the Sr. Program Director will provide leadership to all programs of the Marion association including partnerships with community organizations. The incumbent's leadership will ensure the YMCA is strengthening the Marion community through youth development, healthy living and social responsibility. Position will supervise three full time exempt directors who lead the association's wellness, aquatics and mentoring departments; and one full time nonexempt program manager who provide leadership in youth and family programming. Incumbent will also share in day to management of 90,000 square foot full facility YMCA and play a lead role in the association's Annual Campaign.

Working with the associations' program staff team, the Sr. Program Director will develop staff training, best practices and partnerships to take the Marion Family YMCA to the next level of program excellence. Incumbent must role model the YMCA values of caring, honesty, respect and responsibility and work daily to develop personal and meaningful relationships with members, volunteers, program participants, community partners and others. This position is a great stepping stone and career advancement for someone looking to become a CEO of an independent association or branch executive director. In addition, the Marion Family YMCA is working on succession planning and the person hired for this position would be eligible for a significant role in that plan.

**Position Requirements:**

- Bachelor's degree or greater, preferably in education, recreation or similar.
- YUSA Team Leader Certification with preference to candidates with Multi-Team or Branch Leader Certification
- At least four years' experience of Y programming in a cause-driven association
- Experience leading programs designed to have a predetermined impact on participants
- Experience developing cause-driven leaders among staff and volunteers
- Experience measuring impact of programs and making adjustments based on results
- Proven track record of using best practices in program development and implementation
- Have excellent relationship building skills
- Have excellent communication skills in a variety of formats
- Respect for people of diverse backgrounds

Incumbent must be able to lead high performing staff and volunteers. CPR and First Aid certifications are required, but may be obtained within 90 days of hire. Prefer candidates with a background in youth programming.

**Cause-Driven Leadership® Competencies:**

- Change Leadership
- Engaging Community
- Collaboration
- Inclusion
- Functional Expertise
- Program / Project Management
- Emotional Maturity

**Physical Requirements:** Incumbent must be able to move freely and quickly throughout the YMCA facility; move easily across a variety of indoor and outdoor surfaces; watch and listen to the activities of a group of children; communicate effectively with people; use a computer with a keyboard; bend and lift; and lift up to 25 pounds.

**Essential Functions:**

- Develop, implement and strengthen youth development programs including, but not limited to, current programs of school age child care, preschool, mentoring, day camp, youth sports, teens, swim lessons, competitive swimming, and wellness related.
- Develop and strengthen partnerships with local school districts and other community organizations.
- Develop, implement and strengthen healthy living programs including, but not limited to, group exercise classes, adult sports, water fitness, personal training, and wellness center.
- Strengthen relationships with members and donors through leadership of the association's Annual Campaign Member Teams section.
- Share in management of day to day operation of 90,000 square foot facility with two pools, double gymnasium, indoor track, four aerobic studios, multi-purpose space, Kids Gym soft play room, Child Watch, and five locker rooms on 19 acres with an outdoor track, community garden and pavilion.

**Salary Range:** \$45,000 - \$58,000

**Position Status & Information**

- Employee of the Marion Family YMCA
- Full Time Exempt approximately 45 to 50 hours per week
- Will include some evening and weekend hours

**Benefits**

- Participation in Association Health Insurance plan per Personnel Policy
- YMCA Retirement Fund – Association contributes 12% for qualified employees
- YMCA Family Membership
- Life and Disability Insurance
- Other Benefits per Personnel Policy
- Career Development Trainings and Opportunities

**Timeline**

Position will remain open until filled. Apply early

First round of applications will be invited for phone interviews week of August 12, 2019

**Submit the following electronically to** Theresa Lubke, Executive Director

Cover Letter

Resume

2 references that can speak to your leadership skills

2 references that can speak to your experience in developing impact driven programs

2 general references

One paragraph description of how you are currently (or have in the past) measuring program impact and making decisions based on data.

**Direct questions and send above items to:**

Theresa Lubke, Executive Director

Marion Family YMCA 740-725-9622

tlubke@marionfamilyymca.org