



Position Title

Director of Programs

The Opportunity

The Director of Programs is integral to strengthening the scalability and impact of Turn90. This position will oversee the day-to-day delivery of a prison reentry program with two locations in South Carolina. Key responsibilities include leading and supervising a programs team, ensuring accurate data collection and reporting, designing and implementing new programs, and developing relationships with community stakeholders. This role requires experience delivering therapeutic services, demonstrated success leading a team, and an ability to perform effectively in a flexible and dynamic environment.

What You'll Do

- Oversee the day-to-day program implementation of the Turn90 program in Charleston and Columbia, SC.
- Responsible for the supervision and professional development, hiring, and training of Turn90 program staff.
- Work with Program Managers to identify gaps in internal and external training programs and develop strategies to address needs.
- Support Program Managers to resolve performance or discipline issues with their teams.
- Maintain high-quality program delivery, including classroom facilitation, case management, consistent engagement, and adherence to accountability standards.
- Devise evaluation strategies to monitor performance and determine the need for improvements.
- Research, conduct outreach and develop partnerships with community partners to improve job and life outcomes for Turn90 men.
- Manage our client database, Apricot. Conduct quality checks on data entry, track progress toward organizational goals and build out more robust tracking metrics over time.
- Initiate and set goals for programs according to the strategic objectives of the organization.
- Collaborate with the Director of Production to develop new in-house job training opportunities which provide clear pathways to career employment.
- With the Executive Director, update Turn90's cognitive behavioral curriculum and convert it to a cloud-based platform.
- In coordination with the Director of Operations, develop an annual center budget and review monthly financial statements to ensure programs are on track and aligned with fiscal responsibilities to our stakeholders.
- Prepare and submit required reports to the Executive Director and Board of Directors.

- Provide pictures and content for social media and external communications and marketing efforts.
- Represent Turn90 at community meetings and events.
- Deliver frontline services when needed.

Required for Your Success

- Experience working in counseling or social work setting or delivering therapeutic services
- Personable and enjoys networking and cultivating lasting relationships with people and businesses
- Demonstrated success in supervising others and leading a team.
- Committed to utilizing data to improve program quality
- Works effectively with diverse stakeholders to service our customers, community partners, and participants
- Flexible to a growing organization and team. Nothing stays the same around here for long
- Self-starter. Comfortable starting new projects and tracking the progress of KPIs
- Perseverance. Doesn't give up at the first sign of trouble
- An analytical mindset with excellent problem-solving abilities
- Tech-savvy. Strong computer skills are required
- Valid SC driver's license and ability to operate a company vehicle

Compensation

The salary for this position is \$70,000. We offer an employee benefits package including health, vision and dental insurance, generous PTO, paid holidays, and 401(K).

How to Apply

Candidates should email a resume and thoughtful cover letter with the subject line Director of Programs to hire@turn90.com. No phone calls, please.