



**The GO Project  
Chief Program Officer  
Full-time**

**About The GO Project**

The GO Project's vision is to close the opportunity gap for all under-resourced families who have children that are struggling in their New York City public school. By providing access to coordinated, comprehensive, and effective programs, GO supports families in ensuring their child's success in school, at home, and in life.

Founded in 1968, the GO Project has a long history of serving public school children that are struggling academically. The GO Project currently serves 725 students in grades K-8 through our summer (GO Summer) and school year program (GO School). Unique to the GO Project model is the partnership we have developed with independent schools in Lower Manhattan and Brooklyn. These schools donate space and resources to the GO Project to enable us to operate our programs in a cost efficient manner. Current independent school and host site partners include Grace Church, Grace Church School, LREI, Avenues: The World School, St. Luke's, Friends Seminary, and Berkeley Carroll.

The GO Project was named a semi-finalist for the [Nonprofit Excellence Awards](#), was named one of the most effective summer program models in the United States by [the National Summer Learning Association](#), and was highlighted as an effective out-of-school time program as part of [American Graduate Day](#) on PBS. GO was also recognized for its outstanding board leadership as a finalist for the [Brooke W. Mahoney Award](#). Please learn more about our [programs](#) and [outcomes](#).

This is an exciting time in the history of the GO Project. In June 2013, the GO Project completed a 5-year strategic plan that has guided the organization's growth on the Lower East Side and New York City. As of 2018, the GO Project has increased enrollment by 30% on the Lower East Side, and has expanded to a new neighborhood in Brooklyn. As the organization completes the final year in the plan and prepares for the next strategic planning process in early 2019, the team continues to work towards deepening partnerships with public schools and private schools, building on our strong family engagement practices, developing a gold standard level of evidence for our programs, and increasing visibility in New York City and in the broader field of education. The GO Project is hiring a Chief Program Officer to serve as a member of the Senior Leadership Team and lead all Programmatic efforts. Reporting to the Executive Director, the Chief Program Officer will work with our seasoned Program Leadership Team to execute, refine, and evaluate programs as well as lead continued expansion in Brooklyn.

**Responsibilities**

**Program Strategy and Design**

- Lead the ongoing refinement of GO Project's programmatic strategy ensuring alignment with organizational vision and goals, the strategic plan, and the Theory of Change;
- Oversee all day-to-day program operations to ensure the team's efforts and programming are having a



significant impact on student achievement;

- Work closely with all Directors to implement a robust and comprehensive plan for staff recruitment, development and retention, particularly among part-time program staff;
- Oversee the organization's evaluation efforts. Work closely with our external evaluators to ensure GO Project is using evaluation to effectively and continuously improve programs and communicate program effectiveness to appropriate stakeholders;
- Continuously review and enhance codified program documentation and materials;
- Serve as an external face for programs and be available to address any student, parent, or partner concerns.

### **Executive Leadership and Team Management**

- Serve as a key member of GO Project's Senior Leadership Team, contributing to the development and refinement of organizational strategy and goals;
- Directly supervise a team of 3 Directors (and indirectly support a full-time team of 5 in addition to an extensive seasonal part-time staff). Lead recruitment, talent development, and retention of high performing staff;
- Lead annual budget development process for the Program team. Oversee ongoing reporting to ensure strong accountability and maximize available staff time and resources to deliver cost effective, impactful services;
- Serve as the primary programmatic liaison to GO Project's Board of Directors. Lead the Program Committee (comprised of members of the Board of Directors as well as select external members) to ensure their engagement with program implementation and outcomes; Attend and present on program outcomes at quarterly Board meetings;
- Monitor program compliance with all funder guidelines, and work closely with the Development Team around reporting;
- Participate in program tours and meetings with donors, foundations, and other external stakeholders.

### **Partnership Management and Thought Leadership**

- Build and sustain relationships with key external partners including host site partners, peer organizations, the Department of Education, and higher education institutions;
- Engage with leaders in the sector to share insights and best practices, staying informed of trends in the field that may inform GO's work;
- Represent GO and share our work with external audiences at conferences and other venues;
- Other responsibilities as assigned.

This is a full-time position including some of the 22 Saturday program days (between October-April) and occasional evenings for meetings and special events. (During weeks when attending Saturday program, the work week is Tuesday-Saturday).



### **Qualifications and Requirements**

- Bachelor's degree required, Master's degree preferred.
- Minimum of 10+ years professional experience, including 5+ years in a senior leadership role.
- Experience managing teams toward student outcomes.
- Proven track record leading an interdisciplinary team towards programmatic success.
- Strategic thinker with a commitment to the use of data and evaluation to drive outcomes.
- Classroom experience required.
- Proven leadership ability in a fast-paced non-profit setting.
- Exceptional written and verbal communication skills.
- Ability to communicate with a variety of audiences and stakeholders.
- Strong organizational and interpersonal skills.
- Proven commitment to GO's mission of closing the opportunity gap for academically struggling children from under-resourced communities.

The ideal candidate is also able to clearly demonstrate GO Project Core Values:

- **Moral Fiber and Integrity.** We positively contribute to a culture that fosters the highest standards of ethics, professionalism, and mutual respect among our community.
- **Culture of Excellence.** We approach all aspects of our work with the highest standard of excellence.
- **Entrepreneurial Spirit.** We think outside the box, take risks and are innovative.
- **Collective Responsibility.** We value and support each other while holding one another accountable for our actions.
- **Positivity and Enthusiasm.** We communicate and conduct our work in a manner that is always positive.
- **Commitment to Diversity.** We value the different backgrounds, perspectives, and experiences of our staff, students, and families.

### **Salary and Benefits**

Salary is based on experience. Excellent medical, dental and vision benefits. Four weeks annual paid vacation + paid holidays. Pension contribution match plan after one year. Life insurance and short- and long-term disability.

### **How to Apply**

If you are interested in applying for this position, please send a cover letter and resume to [gvillani@goprojectnyc.org](mailto:gvillani@goprojectnyc.org). In the subject please indicate **Chief Program Officer**. NO PHONE CALLS PLEASE.