

## **Cincinnati Works: Beacon of Hope Program Director**

### **Role Description**

Cincinnati Works is hiring for the position of Beacon of Hope (BoH) Program Director. This is a highly visible role in the community and is responsible for managing one of the nation's leading initiatives to advance employer practices of hiring people with criminal records.

Launched in 2016, BoH is a unique collaboration between Greater Cincinnati employers and human service agencies to reduce barriers to employment for people with a criminal record, particularly a felony conviction or period of incarceration. More than 80 companies participate in the BoH Business Alliance and support hiring "second chance" individuals.

The primary functions of this role are to manage the strategic direction, day-to-day operations, and stakeholder relationships of this ecosystem. Additionally, this role provides strong public advocacy for the benefits this program can bring to businesses, individuals, and the Greater Cincinnati Community.

Other key responsibilities include:

- Supporting the Business Alliance by: providing high customer service to existing employers; recruiting new employers; and identifying solutions for other employer needs, including training, education, or consultative support
- Standardizing existing program services/processes and develop new services to enhance the experience for Business Alliance employers, individual program participants, and human service agencies

### **Preferred Skills and Experience**

- 7+ years of relevant work experience, preferably with 3+ years of management or leadership experience, from fields including (but not limited to), human resources, criminal justice, human/social services, or general business
- Strategic and innovative thinker who can deliver end-to-end program management by: guiding the vision, prioritizing needs, developing a plan, executing for results, learning, and continuously improving
- Strong collaboration and communication skills, preferably with customer relationship management (CRM) experience, across a variety of stakeholder groups and with senior organization leaders
- Ability to work independently and manage through ambiguity
- Ability to prioritize and manage multiple streams of work and competing demands
- Comfort working with technology and finding insights from data
- Familiarity with HR processes and policies, particularly around hiring practices
- Familiarity with criminal justice systems, including related laws, processes, and policies
- Familiarity with the culture of poverty and working-class to understand the needs and behaviors of this demographic
- Experience with public speaking, large presentations, or other types of advocacy
- Passion for a career in human services and workforce development

### **Salary and benefits**

- Salary commensurate with experience and education.
- Benefits include health care plan, 401k plan with employer contribution, parking allowance, paid time off.

### **\*\*How to apply\*\***

Email [HR@cincinnatiworks.org](mailto:HR@cincinnatiworks.org) with the subject "Beacon of Hope Director role" and include a cover letter, resume, and salary expectations.

### **About Cincinnati Works**

Cincinnati Works is a nonprofit organization focused on workforce development with the mission to eliminate poverty through employment. Founded in 1996, the organization has helped thousands of job seekers living in poverty find employment and work toward economic self-sufficiency. Cincinnati Works is primarily privately funded with a FY2019 budget of approximately \$4 million.