

Chief Program Officer at Covenant House, Houston

Be part of leading Houston's premier nonprofit organization serving homeless young adults

Covenant House Texas (CHT), part of the Covenant House international network, is committed to giving homeless youth a safe haven, absolute respect, unconditional love, and a path to lasting independence through housing programs and providing a continuum of care through supportive services. The Chief Program Officer (CPO) is part of the CHT senior leadership team, playing a key role in the leadership of the organization and responsible for delivering Covenant House's life-saving intervention to Houston's homeless young adults.

The CPO, accountable to and reporting directly to the Covenant House Texas Chief Executive Officer will:

- Supervise the development and delivery of program services through 4 Department Directors and their staffs, establish policies, goals and metrics, and maintain organizational culture and values with focus on Trauma Informed Care.
- Manage the impact of CHT's impending temporary relocation of clients and services related to campus demolition and redevelopment
- Assure that the needs of clients and client-serving staff are foremost in the concerns of agency leadership and the Board of Directors
- Support the development of grant, contract, and other funding proposals for CHT initiatives
- Collaborate with other homeless-serving agencies and government entities to meet the needs of CHT clients

The successful candidate will have demonstrable experience in program leadership and building collaborative partnerships as well as a good record of successful deliverables in staff leadership and supervision. She/He will have a detailed approach to promoting a culture of relationship-building and collaboration with internal and external stakeholders. Evidence of multiple years of success in providing social services to disadvantaged populations will be the most important factor to being selected for this vacancy.

Key personal characteristics include strong leadership, the ability to solve problems, motivate colleagues, and be a charismatic communicator of the CH mission and cultural values. You are flexible and adaptable and comfortably meet metrics on multiple programs at the same time. You manage upwards, downwards, and laterally with a light touch, and have good intuition for discerning other's expectations. You thrive on self-direction and enjoy a collegial work environment. You share background with and have empathy for the diverse communities and young adults we serve. You get the job done with a minimum of anxiety and confrontation.

If you are a passionate professional with an MSW or related degree, and at least ten years of related and progressive nonprofit leadership experience, focused on youthwork and residential operations, we encourage you to learn more about Covenant House Texas at www.covenanthousetx.org and invite you to send a letter of application and your resume to the email below immediately.

Application Instructions:

Read this information carefully. Adhering to these instructions will ensure that your application is submitted as required for review.

1. A cover letter is required. Your cover letter should be no more than one (1) page in length.
2. A resume is required. Your resume should be no more than two (2) pages in length and should include details about your relevant education, skills and experience as they relate to this role.
3. Send your cover letter and resume to chcpo@gershensonconsultingllc.com.
4. Due to the number of resumes we receive, we will not be acknowledging their receipt or returning emails or phone calls inquiring about the status of an application. If your application is selected for interview, you will be contacted directly by a member of our team.

Covenant House Texas is a vaccinated employer. As such, prospective new hires will be required to provide proof of vaccination, exemption status, or be willing to receive the COVID-19 vaccination by date of hire to be considered.