

Program Director

Reports To: Executive Director

Supervises: Program Manager, with potential for additional personnel in the future

Location: Delmar DivINe, St. Louis, MO

Status: Full-Time, Exempt, 100% In-person at Delmar DivINe



About Delmar DivINe

Delmar DivINe is an innovative, multi-use initiative that provides co-location opportunities for nonprofit organizations alongside a range of shared support services for both tenants and the broader St. Louis community. It aims to stimulate new collaborations between academic, nonprofit and public sector partners while addressing the longstanding disadvantage and disinvestment in communities north of Delmar Boulevard.

As Delmar DivINe continues to grow, including through its Phase 2 expansion, programming will play an increasingly important role in connecting nonprofit organizations, strengthening the capacity of the sector, engaging surrounding communities, and activating Delmar DivINe as a welcoming community resource. Learn more at delmardivine.com.

Position Overview

The Program Director provides strategic leadership and oversight for all Delmar DivINe programming, including programming for nonprofit tenants and their employees as well as external programming serving the broader St. Louis community.

The Program Director establishes programming priorities, develops strategic partnerships, strengthens tenant and community engagement, and oversees program quality and impact. The Director serves as Delmar DivINe's primary relationship builder for programming and community partnerships and actively cultivates new opportunities for collaboration.

The Director also contributes to grant development and evaluation, manages an approved programming budget, and supervises the Program Manager, who supports the coordination and implementation of programming and communications. This department currently oversees Delmar DivINe's communications and storytelling functions.

Key Responsibilities

Program Strategy & Leadership

- Provide strategic direction and oversight for Delmar DivINe's tenant-facing and community-facing programming.
- Develop programming priorities and calendars aligned with Delmar DivINe's mission, organizational priorities, community needs, partnerships, and available resources.
- Identify opportunities for new programs, partnerships, and initiatives and regularly assess programming for quality, relevance, accessibility, and impact.
- Manage an approved programming budget and collaborate with the Executive Director and other staff to align programming with broader organizational priorities.
- Supervise the Program Manager, establishing priorities, providing coaching and feedback, and maintaining accountability for the overall success of the programming function.
- Collaborate with Executive Director and Chief Inspirator to align vision and consider new ideas and opportunities.

Tenant Engagement & Nonprofit Capacity Building

- Build strong relationships with Delmar DivINe tenant organizations and identify their programming, professional development, networking, and capacity-building needs.
- Participate in new tenant onboarding with the Program and Engagement Manager.
- Develop professional development, nonprofit capacity-building, networking, peer-learning, and relationship-building opportunities for tenants.
- Cultivate partnerships with Washington University and other organizations to provide relevant learning and capacity-building opportunities.
- Encourage collaboration among tenants and identify opportunities for tenant expertise to contribute to shared and community-facing programming.

Community Programming, Partnerships & Wisdom Café

- Lead the development and growth of Delmar DivINe's community-facing programming, including opportunities created through the Phase 2 expansion.
- Build and maintain high-quality relationships with neighborhood organizations, community leaders, nonprofit partners, facilitators, and other organizations that can contribute meaningful programming and resources.
- Ensure community perspectives inform programming priorities, including through the Community Collaborative Board and other engagement opportunities.
- Provide strategic oversight for Wisdom Café, including programming priorities, partner relationships, sustainability, growth, and compliance with applicable funding requirements.
- Oversee the Program Manager's day-to-day coordination of Wisdom Café and other recurring community programs.

Communications & Storytelling

- Provide strategic oversight for Delmar DivINe's communications and storytelling, ensuring alignment with the organization's mission, values, priorities, and community impact.
- Oversee communications including newsletters, social media, website content, program promotions, email communications, reports, and other organizational materials.
- Identify and elevate stories that demonstrate tenant collaboration, program impact, community engagement, and the broader value of Delmar DivINe.
- Collaborate with the Executive Director and Program Manager on communications priorities, with Executive Director approval of major organizational pieces including the monthly newsletter and annual report.

Evaluation, Grants & Impact

- Establish and/or evaluate goals, outcomes, and evaluation approaches for Delmar DivINe programming and oversee collection of meaningful participation, feedback, and impact data.
- Use program data and participant and community feedback to inform continuous improvement and future programming priorities.
- Contribute substantively to grant proposals, funding requests, grant reporting, and other resource-development efforts related to programming.
- Ensure grant-funded programs meet applicable programmatic and reporting requirements and communicate results to leadership, funders, and other stakeholders as appropriate.

Program Administration & Collaboration

- Collaborate with the Operations Manager to ensure all staff has a sound understanding of our space, technology, security, vendor, and other operational needs associated with Delmar DivINe-produced programs and events.
- Provide direction to interns, practicum students, volunteers, or others supporting programming as appropriate.
- Attend staff, Board, committee, tenant, community, and partner meetings as needed.
- Participate in staff meetings and other meetings or events as appropriate.
- Perform other related responsibilities as organizational needs evolve.

Qualifications

- Demonstrated experience leading nonprofit, community-based, public health, social service, or other mission-driven programming and initiatives.
- Strong relationship-building skills and experience developing partnerships with nonprofit organizations, community stakeholders, institutional partners, and diverse audiences.
- Demonstrated leadership, supervisory, project management, and organizational skills, including the ability to manage multiple simultaneous priorities in a fast-paced work environment.
- Strong written and verbal communication skills; experience with nonprofit communications, storytelling, grants, or program promotion is valued.
- Ability to listen thoughtfully, build trust, solicit meaningful feedback, and translate organizational and community needs into effective programming.
- Knowledge of the St. Louis nonprofit and community landscape and a strong commitment to Delmar DivINe's mission and values.
- A combination of relevant education and professional experience will be considered. An advanced degree such as an MSW, MPH, or other relevant graduate degree is valued but not required.

Special Considerations

- This is a full-time, in-person position based at Delmar DivINe.
- Occasional evening and weekend work is required to support programs, community events, and organizational activities.

Salary Range/Benefits:

This position is full-time, exempt. The pay range is \$85,000-95,000 with eligibility for vacation, personal time, and holiday benefits, as well as health, vision, and dental insurance.

Application Information:

Delmar DivINe considers qualified applicants for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, disability, or veteran status.

Applications will be accepted until October 2, 2026, or until the position is filled. Interviews are ongoing. Interested applicants should send cover letter and resume to mike@delmardivine.com.