



## **CDP Director of Programs**

Salary Range: Begins at \$85K

Start Date: August 4, 2025

Hours: Full Time, Hybrid Work Model

Reporting: Executive Director

### **About Challenge Discovery Projects:**

Challenge Discovery Projects is a nonprofit organization dedicated to empowering youth through transformative experiences that promote self-awareness, emotional intelligence, and community connection. Our programs are grounded in evidence-based practices and aim to cultivate resilience, leadership, and positive youth development.

### **Position Summary:**

The Director of Programs provides strategic leadership and clinical oversight for all youth development programs offered by Challenge Discovery Projects. This role is ideal for a Licensed Clinical Social Worker (LCSW) with over ten years of experience, particularly someone who has worked extensively in clinical settings with children, adolescents, and families. The Program Director integrates clinical expertise into program development, staff training, and service delivery, ensuring that all school-based and after-school programming is trauma-informed, developmentally appropriate, and aligned with the CASEL framework for Social and Emotional Learning. This individual also plays a key leadership role in supervising MSW team members and managing BSW/MSW field placements in partnership with accredited social work programs.

### **Key Responsibilities:**

#### **Program Leadership & Development**

- Designs, implements, and evaluates high-quality, trauma-informed SEL programs for K-12 youth
- Ensures programs align with SEL best practices using CASEL's five competencies: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making
- Uses assessment data to refine programming and improve student outcomes

### Clinical Supervision & Field Education

- Serves as clinical supervisor to MSW-level staff, providing structured supervision that supports professional growth and licensure
- Oversees the recruitment, placement, and supervision of BSW and MSW student interns in coordination with area universities
- Ensures interns and clinical staff deliver services in accordance with ethical, professional, and agency standards

### Team Supervision & Professional Development

- Fosters a healthy, collaborative, inclusive, and mission-aligned team culture
- Leads, mentors, and supports a team of facilitators and youth development professionals
- Plans and facilitates professional development opportunities focused on SEL, youth engagement, and trauma-informed practices
- Provides weekly clinical supervision to program staff, including MSW team members, and offers individual one-on-one support to promote professional development, ethical practice, and high-quality service delivery

### Client & Community Engagement

- Serve as a liaison to schools, families, and community partners, ensuring strong relationships and responsive programming
- Foster community partnerships by collaborating with local businesses, schools, and non-profit organizations

### Data & Evaluation

- Manages the implementation of program assessments and analyzes data to evaluate effectiveness
- Shares data for internal and external stakeholders, including funders and board members

### Administrative & Strategic Support

- Contributes to strategic planning and continuous quality improvement efforts
- Assists with budgeting, resource allocation, and grant reporting related to programming and clinical services

**Qualifications:**

- Licensed Clinical Social Worker (LCSW) in the state of Virginia (or eligible for reciprocity)
- Minimum of 10 years of professional experience, including clinical work with youth and families
- Exceptional leadership, communication, and interpersonal skills with proven ability to mentor colleagues and model excellence in youth-centered work
- Deep commitment to collaboration, inclusion, and developing a healthy team culture
- Experience supervising MSW staff and managing student intern placements in social work settings
- In-depth understanding of child and adolescent development and trauma-informed practices
- Strong facilitation skills in both small-group and classroom settings
- Familiarity with the CASEL SEL framework and youth assessment tools

**Compensation:**

The salary starts at \$85K, and it includes health benefits, a 403B retirement plan, paid holidays, and generous PTO.

**To Apply:**

To express your interest in this position, please attach a cover letter, your current resume, and three references. We will not contact your references without your permission. Submit your complete application to [cdpresumes@gmail.com](mailto:cdpresumes@gmail.com). We will reach out to candidates who advance in the selection process for an initial phone interview and then an in-person interview. Thank you for your understanding.