

POSITION

Director of Programming and Partnerships

WHO WE ARE

Brooklyn Community Pride Center (BCPC) uplifts and empowers LGBTQ+ Brooklyn through socially conscious and culturally responsive programs, partnerships, and advocacy. Founded in 2008, BCPC is the primary provider of community space, programming, and resources for Brooklyn's LGBTQ+ communities.

THE ROLE

Purpose: BCPC facilitates a wide and growing range of programming, primarily at our Pride Center in Crown Heights and increasingly across the borough. Our programming includes *recurring programs, events, services, and special initiatives* in thematic areas such as mental and behavioral health, arts and culture, sports and fitness, community engagement, and socio-economic empowerment. These programs are either internally led by BCPC team members (staff, contractors, and volunteers) or provided in custom collaborations with community partners (expert stakeholders, volunteer groups, other organizations).

The Director of Programming and Partnerships is responsible for the strategic leadership, development, and execution of all BCPC programming. This newly created role focuses on designing, implementing, and evaluating programming that aligns with BCPC's mission and underscores our commitment to programming to match the scale, size, and diversity of LGBTQ+Brooklyn, the third largest LGBTQ+ community in the country. Currently, almost all of our programming is housed at the Pride Center, and 70% is delivered by community partners. A major priority of this role is to identify opportunities, resources, and partnerships to deliver more programming across the borough.

Importance to BCPC: As a key leadership position, the Director of Programming and Partnerships ensures the development of innovative and inclusive programs that meet the diverse needs of LGBTQ+ Brooklynites. This role is critical in strengthening BCPC's engagement with community members, funders, and partners, contributing to the organization's long-term growth and sustainability.

Essential Duties and Responsibilities

1. Programming:

- Supervise all programming staff and contractors.
- Oversee the design, execution, and evaluation of all BCPC programming including programs, services, events, and initiatives.

- Ensure all ongoing and new programming aligns with BCPC’s mission and areas of focus.
- Address key community priorities and determine optimal programming models, resources, and partnerships for addressing them.
- Lead planning and execution of programmatic events.
- Monitor and assess programming effectiveness through data-driven evaluation and continuous improvement.

2. Partnerships:

- Manage relationships with community programming partners, ensuring strong support, oversight, and evaluation.
- Identify and cultivate strategic partnerships with stakeholders, nonprofit organizations, corporate entities, government agencies, and funders to enhance programming impact.
- Develop and manage partnership agreements, ensuring alignment with BCPC’s strategic objectives and values.
- Serve as BCPC’s primary liaison with partners, ensuring effective collaboration and mutual benefit.
- Seek opportunities for BCPC to participate in coalitions, working groups, and collaborative initiatives that support LGBTQ+ communities.

3. Community Engagement:

- Act as a public-facing representative of BCPC, fostering strong relationships with stakeholders, donors, and community members.
- Develop and implement a community engagement strategy to enhance BCPC’s visibility and impact.
- Organize and participate in community events and forums aligned with BCPC’s mission.
- Advocate for LGBTQ+ issues, ensuring BCPC remains a leading voice for equity, inclusion, and social justice.

Qualifications

- **Experience:** Minimum of 5 years of experience in nonprofit management, operations, strategic planning, consulting, or related fields.
- **Education:** Bachelor’s degree in nonprofit management, business administration, public administration, or a related field; Master’s degree strongly preferred.



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Required Skills

- Strong familiarity with LGBTQ+ issues and Brooklyn communities.
- Strong organizational and time management skills.
- Excellent communication and interpersonal abilities.
- Experience cultivating and managing relationships with diverse stakeholders (individuals, volunteer groups, community organizations, institutions)
- Proven success in program and event design, development, delivery, and evaluation.
- Success in developing and mentoring staff.
- Ability to analyze and interpret project data and metrics.
- Strong problem-solving skills and critical thinking under pressure.

Working Conditions

- **Environment:** Office-based with occasional remote work options.
- **Hours:** Full-time position with standard business hours (flex between 10AM and 8PM) with occasional weekends required.
- **Travel:** Minimal travel required.

Compensation and Benefits

- **Salary:** \$110K-\$120K (commensurate with experience)
- **Benefits:** Health insurance, retirement plan, paid time off, professional development opportunities, and more.
- **FLSA Status:** Exempt

Direct Reports

- Supervises programming staff and relevant personnel.

To be considered, please submit a cover letter and resume to careers@lgbtbrooklyn.org. Phone calls will not be accepted.

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