



Brooklyn Community Pride Center

1561 Bedford Ave, Suite Ground A

Brooklyn, NY 11225

(347) 889-7719

www.lgbtbrooklyn.org

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 to provide LGBTQ+ residents with programming and resources in their home borough, BCPC is now the primary provider of **LGBTQ+ community space, programming, and resources** for NYC's most populous borough. In doing so, we advance the social, physical, and emotional health, safety, and well-being of LGBTQ+Brooklynites in all the communities we call home.

OUR APPROACH

BCPC facilitates a wide and growing range of programming, primarily at our Pride Center in Crown Heights and increasingly across the borough. Our approach to programming is distinct and we ask that you review the below carefully (and visit www.lgbtbrooklyn.org) as you consider alignment with this opportunity:

- 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 economic empowerment.
- We facilitate 30+ recurring programs monthly (mostly small group activities); spearhead a dozen anchor events and initiatives (Pride Month activities; National Coming Out Day; Transgender Days of Visibility and Remembrance: LGBTQ+ Senior Prom) annually; and provide ongoing mental health services.
- Programming is either led by BCPC team members (staff, contractors, and volunteers) or provided in custom collaborations with community partners (expert stakeholders, volunteer groups, other organizations).
- Currently 90% of programming occurs at the Brooklyn Pride Center, and 70% is delivered by dozens of community partners.
- Taken together, all of our programming is dedicated to improving and advancing the **social, physical, emotional health and well-being** of LGBTQ+ Brooklynites in all communities we call home.

THE ROLE

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 leading and building programming and managing the staff, volunteers, and/or a wide and diverse range of stakeholder partnerships, from individual stakeholders to major organizations, in doing so.

Connect to Your Center®

As a key leadership position, the Director of Programming and Partnerships will ensure that our programming is innovative, inclusive, and aligned with the priorities of LGBTQ+ Brooklynites; design, source, and manage the appropriate resources, staffing, expertise, and formats to best achieve success; and implement quality control and improvement mechanisms to measure and evaluate outcomes.

Critical to success will be strong knowledge of community-based programming, expertise in managing a large number of external and diverse partnerships, and a passion for the empowerment of LGBTQ+ communities. This role reports directly to the Executive Director.

Essential Duties and Responsibilities

1. Programming:

- Oversee the management, execution, and evaluation of all BCPC programming.
- Ensure all ongoing and new programming aligns with BCPC's mission and areas of focus.
- Identify community priorities and determine optimal programming models, resources, and partnerships for addressing them.
- Lead planning and execution of anchor events and initiatives.
- Supervise all programming staff and contractors.
- Develop strategies for programming beyond the Brooklyn Pride Center.
- Monitor and assess programming effectiveness through data-driven evaluation and continuous improvement.

2. Partnerships:

- Manage relationships with community programming partners, ensuring strong support, communication, oversight, and evaluation.
- Identify and cultivate strategic partnerships with stakeholders, nonprofit organizations, corporate entities, government agencies, and funders to enhance programming.
- Develop quality improvement resources for community programming partners.
- 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.
- 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.

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.

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, flexible within BCPC operating hours (10AM-10PM), Monday-Saturday.
- **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

To be considered, please submit a **resume** and a **cover letter** detailing your experience delivering programming, and managing staff, volunteers, and/or stakeholder partnerships to careers@lgbtbrooklyn.org. Phone calls will not be accepted.