WiNGS, or Women In Need of Generous Support, is a non-profit agency that supports women in realizing their fullest potential and a path to a better life. WiNGS programs help women become strong mothers, advocates for their own health, successful in the workplace, financially secure and powers their dreams of entrepreneurship. The organization, formerly known as the YWCA of Metropolitan Dallas, served nearly 2,000 individuals in Dallas County last year. WiNGS is headquartered at the WiNGS Center at Ebby’s Place, named after the late Ebby Halliday Acers, whose life exemplified extraordinary integrity with a focus on empowering women.

If you want to make a lasting impact in the lives of women and children in Dallas County, work with a team of passionate professionals in an evolving organization - WiNGS is a place for you.

**JOB DESCRIPTION SUMMARY:** The Director of Economic Advancement (EA) works closely with the senior leadership team to execute the agency strategy to advance economic opportunities for women and families. This position is responsible for the operational success of EA programming related to personal finance, entrepreneurship and career development, all provided through WiNGS coaching methodology. The Director of EA must ensure seamless team management and development to produce exceptional program delivery, quality control and evaluation. EA Services are primarily delivered in the evenings and Saturdays and represent the majority of on-premise services. This position manages the customer (client) experience and must ensure a positive experience for all visitors.

This position is temporarily remote and should be able to execute effective team building and program monitoring through virtual means. Proficiency with technology is essential during remote work and on-premise.

**PRIMARY RESPONSIBILITIES:**

**Strategy Execution**

- Coordinate with the Chief Strategy Officer in the execution of key strategic initiatives. Help develop new program ideas, launch pilot projects and integrate successful pilots into the program areas.
- Serve as subject matter expert on program areas. Represents WiNGS on committees and community initiatives that support the mission and strategic vision.
- Support fund development efforts, partnering with the development department for proposals and grant reporting.
- Conduct ongoing research to stay abreast of trends, statistics and best-practices related to WiNGS vision.

**Leadership and Team Development**

- Create and support a high performing culture aligned with core values. Develop a team-based environment to motivate and inspire staff to work collaboratively toward vision and goals.
- Hire, train and supervise program staff, ensuring staff have necessary resources and training to be successful in their roles.
- Determine staffing plans to achieve program goals and objectives.
• Maintains a high level of Coaching industry standards and practices.

Program Oversight and Evaluation

• Oversee the coordination, integration, and delivery of programs, contracts and related services, promoting collaborative relationships between program areas and ensuring that expectations of funders, partners, members and other stakeholders are consistently met.
• Continuously evaluate the operations and quality of programs and services, ensure that each has the appropriate infrastructure (staffing, resources, technology, processes) to support current activities and projected growth.
• Establish annual program, departmental and staff goals. Track results at least monthly, implementing corrective measures when needed.
• Work closely with finance department to ensure sound fiscal management of programs.
• Coordinate and analyze data to inform the decision-making process for programs. Use a Salesforce platform to evaluate data, efficiency, transparency and collaborative efforts among program areas.
• Deepen existing and create new measures for outreach and recruitment.

KNOWLEDGE & EXPERIENCE

• Minimum 5 years leadership experience in a nonprofit, government, or philanthropy
• Bachelor’s degree required; advanced degree preferred
• Demonstrated success with program development and outcome management
• Non-profit experience; demonstrated ability to work with diverse communities
• Working knowledge of program planning, organizational structure, budgeting, administrative operations, and fundraising
• Experience overseeing multiple programs or contracts
• Ability to manage team including professional development and mentorship
• Demonstrated commitment to the values of diversity, inclusiveness and empowerment; passion for WiNGS mission

ESSENTIAL SKILLS

• Ability to successfully navigate in a fast-paced, outcomes-driven and entrepreneurial environment.
• Strong database experience is required – Salesforce a plus
• Strong knowledge of Microsoft Office suite and virtual training platforms.

We offer competitive compensation and comprehensive benefits, including medical, dental, vision, and life insurance, short- and long-term disability plans and retirement, as well as an environment where your professional growth and advancement are cultivated. WiNGS is an Equal Opportunity Employer.

HOW TO APPLY:

For immediate consideration, qualified candidates should submit a resume or application to jobs@wingsdallas.org or fax to 214.584.2304. Job applications can be found on our website at https://wingsdallas.org/about-us/jobs/. 