



UTEAC, Inc.
Chief Program Officer
Lowell, Massachusetts

UTEAC, Inc., a nationally recognized model in youth development, is seeking applications and nominations for the position of Chief Program Officer. UTEAC's mission and promise is to ignite and nurture the ambition of our most disconnected youth to trade violence and poverty for social and economic success. UTEAC serves proven-risk youth from both Lowell and Lawrence, MA.

The United Teen Equality Center (UTEAC), founded in 1999 and based in Lowell, was the result of an organizing movement driven by young people to develop their own teen center in response to gang violence. Built on the idea that youth could trade violence and poverty for social and emotional success, UTEAC created a flow of programs that interconnect to achieve just that. The model begins with intensive street outreach and gang peacemaking and then pairs youth with transitional coaches who work with them on a wide set of goals. Youth develop skills in workforce development programs at UTEAC's social enterprises and resume their education through academic classes. UTEAC's social enterprises include mattress recycling, food services (including an on-site public café, catering services, and retail food production), and woodworking. Values of social justice and civic engagement are embedded in all programming, with special emphasis on local and statewide organizing and policy making work. The majority of UTEAC's programs focus on youth ages 17-24 upon enrollment who are out-of-school and are gang-involved, criminally-involved, or expecting/parenting.

The Chief Program Officer (CPO) will serve as a critical member of UTEAC's senior leadership management team, exemplifying the values of the organization and serving as a steward of its unique culture. In collaboration with the Executive Director, the CPO will articulate and implement the strategic vision of the organization; champion performance measurement and provide ongoing feedback to program staff; work closely with the development team to support fundraising activities and report-writing/contract management as needed; and provide mentoring, guidance, supervision, and professional development to program staff. The CPO will collaborate with the Chief Finance Officer to ensure a smooth relationship between youth programs and UTEAC's social enterprises.

The Chief Program Officer must truly embody UTEAC's passion for working with youth that many describe as the most difficult to engage, never letting the team settle and refusing to ever give up on young people. The ideal candidate will be committed to advancing racial equity in UTEAC's overall work and have the cultural competency to help UTEAC in this endeavor. He/she/they will have a minimum of six years of professional experience overseeing programs at an organization serving youth and content expertise in youth development, workforce development, or education. He/she/they will bring a comprehensive working knowledge of program planning, organizational structure, budgeting, and administrative operations and



demonstrated experience managing a high-performing team. The CPO will have exceptionally strong relationship building, collaboration, and facilitation skills, a high tolerance for ambiguity, and the ability to successfully navigate in a fast-paced, outcomes-driven, entrepreneurial and youth-centered environment. A Bachelor's degree or equivalent lived experience required.

Above all else, the Chief Program Officer will act as a lead ambassador for UTEC's culture, demonstrating a personal commitment to the organization's values and imparting them to others, both within and outside the organization with high energy, positivity, and intentionality.

For a detailed position description, please visit: <https://nonprofitprofessionals.com/current-searches-all/utec-cpo>.

For more information on UTEC, please visit www.utec-lowell.org.

TO APPLY

This search is being conducted with assistance from Allison Kupfer Poteet and Callie Carroll of Nonprofit Professionals Advisory Group. Candidates are encouraged to apply as soon as possible, and applications will be reviewed as they are received. Please send nominations and/or applications including cover letter describing your interest and qualifications, your resume (in Word format), and where you learned of the position to: UTE-CPO@nonprofitprofessionals.com. **UTE, Inc. is an Equal Opportunity Employer.** UTEC will not discriminate on the basis of any characteristic or class which is now or may in the future become protected by law. There will be no discrimination towards any individuals we are in contact with on the basis of age, race, gender, color, national origin, ability, religion, marital status, or sexual orientation. In pursuit of its goal of youth development, UTEC seeks to develop and nurture its diversity. UTEC believes that diversity among its many members strengthens the organization, stimulates creativity, promotes the exchange of ideas, and enriches the life of our center. Reasonable accommodations are available for interviews and for service term for any and all individuals with a permanent or temporary disability.

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