



Chief Program Officer

UTECH, Inc., a nationally recognized model in youth development, is seeking applications and nominations for the position of Chief Program Officer. UTECH'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. UTECH serves proven-risk youth from both Lowell and Lawrence, MA.

UTECH, Inc., 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, UTECH 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 UTECH's social enterprises and resume their education through academic classes. UTECH'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 UTECH'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 UTECH'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 UTECH's social enterprises.

The Chief Program Officer must truly embody UTECH'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 UTEC's overall work and have the cultural competency to help UTEC 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.

To apply: All candidates should email resumes and a thoughtful cover letter with "Chief Program Officer" in the subject line to ckelly@utecinc.org. Please indicate where you first learned about this job opportunity. Applications will be reviewed on an ongoing basis. Please no phone calls or email regarding this position. No application will be considered if there is not a cover letter attached.

Salary/Benefits: Salary commensurate with experience. Benefits include retirement 401K plan, health and dental (50-85% subsidized), 3 weeks paid vacation, holiday and paid sick/personal time.

BACKGROUND ON UTEC, INC.: UTEC's promise is to ignite and nurture the ambition of our most disengaged youth to trade violence and poverty for social and economic success. UTEC's outcomes-focused model begins with intensive street outreach, reaching proven high-risk youth "where they're at." UTEC engages youth in workforce development and educational programs and provides intensive case management. Social justice and civic engagement are embedded in all programming. This position is located on site in Lowell, Massachusetts. For more info, please visit www.utecinc.org