



Acclivus, Inc. is an intentional social network to serve vulnerable individuals, primarily those from communities who are disproportionately impacted by compounding barriers to health and success, by providing leveraging capital and coping capital to assist network members with personal and professional growth, and overcome common social challenges including but not limited to poverty, criminal backgrounds, or limited formal education. Acclivus organization aims to develop programs and advocate for social policy reforms that will decrease incarceration, enhance educational opportunities, employment, and self-employment opportunities for network participants.

Our mission: To support the success of Chicago area vulnerable individuals, primarily those who are disproportionately impacted by compounding barriers to success, and who have been disconnected from mainstream culture and the associated benefits therein. Resources and assistance are made available through crisis intervention, mitigating traumatic impact of negative life events, mobilizing social capital, community organizing campaigns, and advocacy. **Our vision:** To provide all individuals the opportunity to reach their full human potential regardless of their past misdeeds, disappointments, or challenges influenced by internal and external causes.

Job Description

Position: Program Manager

Summary: The Program Manager will oversee the strategy, execution, and continuous improvement of core organizational initiatives. In this role, you will be responsible for implementing programs from conception through delivery, ensuring alignment with strategic business goals, and managing cross-functional stakeholder relationships. You will lead project teams, optimize operational processes, and manage program performance metrics to deliver high-impact results.

Duties & Responsibilities:

Partner Mobilization & Strategic Alignment

- Leverage change management and organizational development methodologies to mobilize stakeholders and align participants with the core mission and strategic objectives of each initiative.
- Collaborate with leadership teams of each partner program within the first two (2) months of implementation to establish a comprehensive engagement and sustainability plan.
- Deliver customized operational roadmaps tailored to the specific needs of individual programs, defining measurable short- and long-term milestones.
- Facilitate the execution of planned strategies, maximizing stakeholder participation and optimizing the utilization of existing institutional resources.

Resource & Partner Development

- Cultivate external strategic partnerships with local service providers, corporate partners, institutional leaders, and key sector stakeholders to secure resources and support mechanisms for high-priority initiatives.

- Drive internal capacity building by designing weekly professional development meetings, refining staff training materials, and supporting continuous learning and advanced certifications for program personnel.

Program Monitoring & Performance Evaluation

- Lead continuous program monitoring and quality assurance activities, organizing periodic progress reviews to evaluate initiative health against established key performance indicators (KPIs).
- Participates in regular meetings with Acclivus Leadership staff to:
 - Review and assess progress to programmatic goals as stated in the Scope of Work
 - Assess relevance and adequacy of the plan as it is developed; o Refocus the plan as needed based on these meetings; and o Determine other priority needs and goals.
- Attends weekly/monthly collaboration meetings with Acclivus partners and contributes to the success of the meeting by submitting potential agenda topics, actively engaging in these meetings and interacting with representatives from other agencies that do similar work in Illinois.

Qualifications:

- Bachelor's degree or higher and 3 years of direct service work in violence prevention OR at least 6 years' experience in direct service violence prevention programming within the Chicago, Cook County, and state of Illinois communities, including working with partner agencies to collaborate on violence prevention efforts.
- Excellent and versatile, written and verbal, communication skills, including public speaking and one-on-one interactions, have the ability to lead teams and projects, work collaboratively, and have strong organizational skills.
- Good understanding of the role of service provision in addressing issues of community violence as well as familiarity with the demographics and geographic makeup of individuals at risk for involvement in violence.
- Previous supervisory experience is preferred.
- Fluency in a second language is a plus.
- Computer proficiency is required, including familiarity with Microsoft Office applications.
- Flexibility and ability to work occasional evenings and weekends are essential.
- Proven community organizing abilities.
- Proven ability to document programmatic activities and assist others in doing so.
- Experience and/or training in crisis intervention and staff supervision.
- Valid Illinois driver's license, insurance, and good driving record.
- No pending criminal cases or prior convictions for domestic violence (within 10 years) or prior convictions for sexual assault or child abuse.

Salary: \$68,310 annually

Benefits: Comprehensive, competitive benefits package includes: Health insurance; 401(k); Paid time off; Vision insurance; Dental insurance; Life insurance; Paid holidays