



JOB OPPORTUNITY

VICE PRESIDENT OF PROGRAMS

OPPORTUNITY

Catalyst CT is seeking a dynamic and visionary **Vice President of Programs (VPP)** to lead and strengthen our diverse portfolio of mission-driven initiatives. The VPP is an experienced, strategic leader who brings both big-picture thinking and operational excellence to ensure programs deliver meaningful impact for the communities we serve.

Reporting directly to the President & CEO and serving as a key member of the Senior Leadership Team, the VPP provides executive oversight, strategic direction, and thought partnership for Catalyst CT's core programs—including The Hub (RBHAO), StreetSafe, AmeriCorps/Prevention Corps, and Restorative Justice. This role is pivotal in advancing programmatic excellence, fostering cross-sector partnerships, and ensuring that Catalyst CT's work is equity-centered, outcomes-driven, and fiscally sustainable. The VPP leads and supports program directors, offers subject matter expertise, drives continuous quality improvement, and cultivates leadership capacity across the organization.

ABOUT CATALYST CT

Catalyst CT, formerly RYASAP, is a nonprofit organization based in Bridgeport, Connecticut, with a mission to ensure the safe and healthy development of youth, young adults, and families by engaging communities, public officials, and leaders around issues that matter most.

Catalyst CT serves as the DMHAS-designated Regional Behavioral Health Action Organization (RBHAO) for Southwest Connecticut and is widely recognized for leadership in violence prevention, behavioral health promotion, AmeriCorps service programs, and restorative justice. With a current budget of \$50M and 40 staff, Catalyst CT delivers multi-site, multi-program impact across Fairfield County and beyond. To learn more, visit <https://catalystct.org/>

KEY RESPONSIBILITIES

Program Strategy & Quality

- Provide strategic oversight and vision across Catalyst CT's programs.
- Develop and implement a 3-year cross-program strategy aligned with organizational goals.
- Ensure programs reflect evidence-based models, community input, and equity-centered design.
- Establish dashboards, metrics, and review cycles to drive data-informed improvements.

Finance, Grants & Risk Management

- Oversee compliance, reporting, and monitoring for all program-related grants.
- Partner with Finance to align budgets, forecasting, and expenditures with outcomes.
- Ensure strong risk management, audit readiness, and crisis preparedness.

People & Organizational Leadership

- Supervise and mentor program directors and senior managers.
- Build leadership pipelines and succession plans.
- Foster a culture of inclusivity, accountability, and high performance.

Equity, Community & Partnerships

- Embed equity and cultural competence across programs.
- Strengthen authentic partnerships with youth, families, schools, and community organizations.
- Represent Catalyst CT with funders, partners, government, and coalitions.
- Contribute to policy discussions, advocacy, and public forums.

QUALIFICATIONS

Ideal Skills & Experience

- 10+ years in youth development, violence prevention, behavioral health prevention, or related fields.
- 5+ years supervising senior program leaders/managers across multiple sites.
- Strong Continuous Quality Improvement/evaluation leadership and data-informed decision-making.
- Experience with multi-program portfolios and public funding (federal, state, municipal).
- Demonstrated success in building partnerships with schools, municipalities, funders, and community organizations.
- Master's degree in public administration, public health, social work, education, or related field (or equivalent experience) preferred but not required.
- Bilingual/bicultural Connecticut experience strongly preferred.

Attributes

- Strategic thinker with a results-oriented approach.
- Committed to equity, diversity, and inclusion in leadership and program design.
- Outstanding communicator, relationship-builder, and coalition partner.
- Adaptive leader who embraces innovation and change.
- High integrity, transparency, and accountability.

COMPENSATION & BENEFITS

This position is a full-time exempt, salaried position located in the Bridgeport office. The salary range is \$125,000-\$135,000 dependent on relevant qualifications and experience. The successful candidate will be offered medical and dental insurance; retirement, life and disability insurance; and PTO.

HIRING PRACTICES

Catalyst CT is an Equal Opportunity Employer. All qualified applicants will be considered without regard to race, color, religion, sex, gender identity, age, sexual orientation, national origin, veteran, or disability status.

TO APPLY

The search is being conducted by The Strategy Group. Please submit a resume and a compelling letter of interest via email. All cover letters and resumes should be sent as ONE PDF DOCUMENT titled "Last Name Cover Letter and Resume" to nonprofitjobs@thestrategygroupllc.org. Please title emails as CATALYST CT SEARCH in the Subject Line. Applications will be accepted until the position is filled.