



Position Title: Director of Programs
Department: Programs
FLSA Status: Full-time, Salaried, Exempt
Location: Lincoln, Nebraska
Reports to: Executive Director
Date Created: October 2026

God has called *us* to *build up* the *Body of Christ* in southern Nebraska through the spiritual and corporal works of mercy. We are called to *grow* in holiness, *walk* in trust, *serve* with integrity, and *faithfully* proclaim the Gospel.

Position Summary: The Director of Programs provides vision, leadership, and oversight for programs that promote the integral development of the human person through compassionate service, authentic accompaniment, and meaningful community engagement. Grounded in the Gospel and Catholic Social Teaching, this position cultivates a culture that recognizes the inherent dignity of every person and works collaboratively with staff, volunteers, clergy, parishes, and community partners to foster hope, healing, stability, and opportunities for individuals and families to flourish.

Leadership & Supervision:

- Provide strategic leadership, vision, and oversight for programs, including financial assistance, homeless outreach, the Prison and Reentry Apostolate, and food market and meal services, ensuring all programs advance the mission of Catholic Social Services and respond to evolving community needs.
- Recruit, supervise, coach, develop, and evaluate program staff, fostering professional growth, collaboration, accountability, and excellence in service rooted in Catholic Social Teaching.
- Develop annual goals, measurable outcomes, and continuous improvement strategies for programs in alignment with the agency's mission and vision.
- Actively contribute as a member of the CSS Leadership Team to strengthen organizational culture, collaboration, innovation, accountability, and the Catholic mission throughout the agency.

Program Development & Operations

- Provide oversight for program implementation, quality assurance, evaluation, and expansion to ensure services remain client-centered, mission-driven, and responsive to community needs.
- Guide the development of new initiatives that promote long-term human flourishing, including financial education, homelessness prevention, prison ministry, mentoring, housing and employment partnerships, parish engagement, and other supportive services.
- Ensure direct reports are equipped to provide exceptional client services by maintaining familiarity with program operations, offering coaching and support, and assisting with direct service when needed to meet client or operational needs.
- Establish, implement, and evaluate policies and procedures that support effective operations, equitable service delivery, regulatory compliance, and continuous quality improvement.
- Collaborate with the Marketing and Development team to communicate program impact, support fundraising efforts, recruit and train volunteers, promote agency initiatives, assist with grant applications and reports, and share client stories that respectfully reflect the dignity, resilience, and hope of those served.

- Effectively manage program budgets and resources, exercising responsible stewardship while identifying innovative opportunities to maximize mission impact and long-term sustainability.
- Ensure accurate documentation, data collection, reporting, and program evaluation through Clarity and other agency systems to support compliance, performance measurement, and informed decision-making.
- Prepare and submit internal monthly, quarterly, annual, and grant-related reports as requested.

Prison & Reentry Apostolate

- Provide strategic leadership and oversight of the Prison and Reentry Apostolate, including sacramental ministry, volunteer engagement, mentoring, and reentry programming for incarcerated and formerly incarcerated individuals.
- Collaborate with prison chaplains, the Diocese of Lincoln, the Nebraska Department of Correctional Services (NDCS), Catholic parishes, clergy, volunteers, and community partners to strengthen ministry efforts and expand opportunities for successful reintegration.
- Ensure prison ministry and reentry services comply with applicable laws, NDCS policies, agency standards, and best practices while remaining responsive to the spiritual and practical needs of participants.
- Foster opportunities for accompaniment, spiritual formation, and community support that encourage healing, restoration, and successful reintegration into family, parish, and community life.

Preferred Competencies:

- Communication; written and verbal
- Leadership
- Cooperation
- Teamwork
- Problem Solving
- Ethical
- Organizational Support
- Safety and Security

Qualifications:

A degree in social work, psychology or similar field is preferred. A minimum of seven to ten years of experience serving the poor and vulnerable or other at-risk populations. Must have previous supervisory and leadership experience. Must be knowledgeable about the Catholic Church and support its moral and religious teachings.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, use hands to handle or feel, reach with hands or arms, climb or balance, talk or hear. The employee must regularly lift and/or move up to 25 pounds.

Working Environment:

While performing the duties of this job, the employee is primarily indoor working conditions. The noise level in the work environment is usually moderate.