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## Director of Programs & Community Engagement

Corner Team, Inc. ([www.cornerteam.org](http://www.cornerteam.org)) is a nonprofit community boxing program that serves Baltimore City. Through Olympic-style boxing, Corner Team, Inc. strengthens core competencies that support academic success, encourage healthy and active lifestyles, and build strong communities of engaged citizens.

Corner Team, Inc. is seeking an energetic and team-oriented Director of Programs & Community Engagement. Reporting to the Executive Director, the Director of Programs & Community Engagement is a senior leadership role responsible for the strategic vision, oversight, and implementation of the organization's programs and its relationship with the community. This position is a crucial link between the organization's mission and its on-the-ground impact. If you have experience in staff management, youth development, and community engagement, this could be a perfect opportunity for you to join our team in building Baltimore City's *Champions for Life*!

### **Job Responsibilities:**

The Director of Programs & Community Engagement is a full-time position and involves working some evenings and weekend hours. This position is responsible for the strategic growth and evaluation of our community programming.

#### Strategic Leadership and Program Management

- Design, implement, and evaluate all community-based programs, ensuring alignment with the organization's mission and strategic goals. This includes identifying community needs, setting program objectives, and creating detailed action plans. These programs include:
  - Afterschool and Summer programs
  - Community Boxing and Fitness programs
  - Family and community engagement initiatives
  - Special projects and events
- Maintain program quality, innovation, and responsiveness to community needs.
- Monitoring and Evaluation: Establish performance metrics and regularly assess program progress. Use data and feedback to evaluate outcomes, measure impact, and make informed adjustments for continuous improvement.
- Budget Management: Assist with the development and management of program budgets, helping to ensure financial accountability, transparency, and the wise allocation of resources.

#### Staff & Volunteer Supervision

- Work with the Executive Director and Gym Manager to recruit, supervise, support, and develop staff, program facilitators, and volunteers.



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- Manage staff development initiatives, including training, mentorship, and performance evaluations.
- Oversee the development of a robust volunteer program to support programming and community events.
- Foster an inclusive, collaborative, and high-performing organizational culture.

#### Community Engagement and Partnerships

- Build and maintain strong, authentic relationships with schools, local organizations, city agencies, and community leaders.
- Represent Corner Team at community events, coalitions, and partnership meetings.
- Lead outreach and recruitment strategies to increase program participation and visibility in the community.
- Listening and Responsiveness: Actively listen to and incorporate feedback from the community to ensure programs are relevant, culturally competent, and truly address identified needs.

#### Communications and Development

- Promote the mission and work of Corner Team through storytelling, social media, and public speaking.
- Collaborate with the Executive Director on internal and external communications, including newsletters, flyers, and marketing materials.
- Grant Writing and Reporting: Assist the Executive Director and Board Development Committee to secure funding for programs. This often involves writing copy for grant proposals, reports for funders, and talking points to support fundraising efforts by providing program data, stories, and outcomes.

#### Collaboration with Leadership

- Executive Director: Collaborate on strategic planning, organizational priorities, staff structure, fundraising, and community representation.
- Gym Manager: Coordinate shared space, scheduling, and opportunities for integration between athletic and educational programming.
- Participate in leadership team meetings and contribute to the overall health and vision of the organization.

Perform other duties as required for the organization and as requested by the Executive Director.

#### **Desired Qualifications:**

- College degree required with 4-5 years of combined experience in youth development, community programming, education, or nonprofit leadership.



- Demonstrated success in the design, implementation, and evaluation of community-based programs.
- Experience supervising staff and volunteers.
- Exceptional leadership, diplomacy, and listening skills.
- Clear and effective verbal and written communication skills for a variety of audiences.
- Demonstrated ability to build and maintain relationships with a wide variety of audiences (i.e., youth, seniors, for-profit and nonprofit organizations) with experience in direct service to children and families.
- Basic computer proficiency (Microsoft Suite).
- Experience building authentic relationships with diverse communities and stakeholders.
- Passion for Corner Team's mission to build strong minds, bodies, and communities.
- Committed to creating and maintaining an inclusive culture and programming.

This position requires successful completion of a post-offer background check. Successful candidates will have First Aid & CPR Certification or commit to obtaining certification within the first 3 months.

**Position location:** This role is located onsite at our facility (Corner Team Boxing & Fitness Club) in Baltimore, City, Maryland. **This is not a remote position.**

**Starting Pay:** \$54,000-\$57,000

**Expected hours:** 30 hours per week

**Gym Hours:**  
Mon - Thurs 4-8pm  
Sat 9am-3pm

### **Our Commitment to Diversity, Equity, Inclusion and Justice**

Corner Team, Inc. is dedicated to cultivating and advancing the principles of diversity, equity, inclusion and justice in all that we are and all that we do. We approach our responsibility to address the disproportionate impact of systemic oppression within Baltimore City and society at large through a Mind, Body, Community approach that centers programming around the uniqueness of each member, and the collaborative process of building one's "corner" connecting members and the wider community we serve to resources, experiences, people, and skills development needed to support successful futures.

Corner Team, Inc. also recognizes that to build a more equitable future, we must value, prioritize, and center those voices closest to the issues. Corner Team, Inc.'s value of teamwork and collective decision-making is our first step to centering and incorporating the voices of our community/stakeholders in organizational priorities, our culture, the ways we communicate, our partnerships/collaborations, our programs, and the processes through which we hold each other accountable.

