



DIRECTOR OF PROGRAMS — JOB POSTING

Build programs that move people from crisis toward lasting stability.

About Harvest House

Harvest House is a Christian, faith-based nonprofit serving individuals and families through food, clothing, financial assistance, education, and restoration-focused support. We believe meeting an immediate need matters - and that lasting impact comes when dignity, relationships, practical resources, and opportunities for growth work together.

The Opportunity

We are hiring our first Director of Programs. We are looking for a leader who can strengthen existing programs, develop people, build repeatable systems, use data to improve impact, and help shape what client services at Harvest House become over the next several years.

The Director of Programs reports to the Executive Director, serves on the Executive Leadership Team, and works collaboratively with the other Directors in weekly leadership meetings. The role directly leads the Pantry and Client Aid teams and oversees Harvest House's full portfolio of client-facing programs.

What You'll Lead

- Financial Aid, Food Pantry, Summer Food, Holiday Food, Fall Food Drives, Holiday Friends, Getting Ahead, Financial Literacy, ESL, Nutrition Education, HHSC/SNAP assistance, Client Advisory initiatives, senior-center grocery delivery, and future Resource Center development.
- A team of Pantry and Client Aid staff, plus program volunteers, committees, and possible contract support.
- Program planning, budgets, metrics, grant compliance, client data, annual calendars, SOPs, policies, and continuous improvement.
- Food sourcing, inventory, purchasing, vendor relationships, food safety, Health Department and salvage-license compliance.
- Community partnerships with churches, schools, senior centers, vendors, agencies, and referral partners.

What Success Looks Like

- Programs are planned before they become urgent, with clear 90/60/30-day milestones and owners.
- Staff understand what is expected, receive regular coaching, and are held accountable fairly and consistently.
- Every major program has documented purpose, outcomes, budget, metrics, partners, procedures, and an annual timeline.
- Program data tells us not only how much we did, but whether clients are moving toward stability and restoration.
- Grant requirements, budgets, licenses, inspections, and reporting deadlines are known and met.
- Leadership receives early visibility into risks, barriers, budget concerns, and decisions needed.
- Brings thoughtful recommendations and solutions.
- Programs can continue successfully with structured systems and documented procedures.

What You Bring

- Prior program leadership or management experience in nonprofit, human services, community services, or a comparable environment.
- Experience supervising and developing staff and having clear accountability conversations.
- Knowledge of program design/evaluation, including Logic Models, Theory of Change, outputs, outcomes, and measurable impact.
- Experience with budgets, grant-funded programs, compliance, data collection, and multiple deadlines.
- Strong project-management, judgment, communication, relationship-building, and problem-solving skills.
- Ability to move comfortably between strategic leadership and hands-on execution when needed.
- A proactive, ownership-oriented leadership style and the ability to operate in a collaborative environment.
- Commitment to Harvest House's Christian mission, values, and restoration-focused approach.

Position Details

- Full-time, on-site leadership position in Burleson, Texas.
- Reports to the Executive Director and serves on the Executive Leadership Team.
- Occasional evening/weekend responsibilities are required; Getting Ahead includes Thursday evening programming.
- Compensation: \$45,000-\$50,000
- Benefits: Direct Primary Care, Vision/Dental and Aflac
- Classification: Salary Exempt

How to Apply

Please submit a resume and cover letter explaining why this role and Harvest House's mission interest you, along with an example of a program, team, or initiative you have built, improved, or led.