

Senior Program Manager Job Description

WHO WE ARE

Construction Trades Workforce Initiative (CTWI), is the nonprofit partner of the Alameda, Contra Costa and Napa/Solano Building Trades Councils. Founded in 2018, CTWI works to strengthen policies and workforce systems to expand opportunities for underrepresented populations in union construction careers. We bridge the gap between organized labor and key community stakeholders through authorizing and overseeing MC3 pre-apprenticeship programs, providing educational services and technical assistance and conducting research, all aligned around our goal of creating a more inclusive, highly trained and safe workforce.

WHAT WE ARE LOOKING FOR

Our organization is quickly growing because we offer a unique set of services that is in high demand. We are looking for a new team member who thrives in a fast-paced environment, loves data and organizing information, can manage multiple projects that serve a wide range of clients, has experience developing and overseeing data tracking systems and can work collaboratively to shape and advance our organization's mission through strategic thinking, design and implementation.

WHO YOU WILL BE WORKING WITH

We are a small and mighty team of three! Our backgrounds range from former educators to community organizers. We are highly collaborative and support each other in achieving programmatic and organizational goals. We believe in unions and the important role they play in creating middle class careers. We are committed to creating more union construction careers for underserved populations.

YOUR ROLE & RESPONSIBILITIES

Under the support and direction of the Executive Director, the Senior Program Manager will work in partnership with the Building Trades Councils, Joint Labor Management Apprenticeship programs, approved MC3 Pre-Apprenticeship and other key stakeholders to develop partnerships, pipelines and policies that ensure connections to, and entry into, state-approved apprenticeships for underserved populations.

Your Responsibilities Include:

1. Develop and manage programs, institute procedures, and budgets for maximum efficiency and effectiveness.
2. Provide project management, process improvement, and strategic planning support, including the development of short and long-term goals, success factors/metrics, and action plans for assigned projects.
3. Support and expand relationships with MC3 pre-apprenticeship and test preparation programs.
4. Provide input into program design, curriculum development, test preparation and technical assistance, as needed.
5. Engage in regular budget monitoring to ensure expenses, contracts, and activities align appropriately with

funding sources.

6. Manage relevant federal, state, and local workforce funding and grants.
7. Facilitate educational workshops for programs and clients
8. Work with affiliated Joint Labor Management Apprenticeship Programs and signatory contractors to create placement opportunities for qualified MC3 graduates.
9. Work with University partners, foundations and other organizations to conduct research on labor market supply and demand.
10. Engage in effective management, leadership, and long-range strategic planning.
11. Participates on select BTC committees and subcommittees as a liaison, consultant, and/or resource person
12. Perform such additional duties as may be assigned or required.

YOUR QUALIFICATIONS

- Bachelor's degree required (preferably in education, non-profit management, or construction management) OR completion of a state approved construction apprenticeship program
- Minimum of two years of experience managing multiple fast-paced projects.
- Demonstrated knowledge in tracking, monitoring and reporting quantitative and qualitative data in existing databases
- Demonstrated commitment to growing organized labor
- Demonstrated ability to work independently, and as part of a team
- Excellent communication skills, both oral and written
- Extremely organized and able to multitask, prioritize and meet tight deadlines
- Strong public speaking and presentation skills.
- Strong problem-solving and interpersonal skills.

YOUR COMPENSATION

Salary to be negotiated depending on qualifications and experience.

This is a full-time non-exempt position with premier retirement and health and wellness benefits through the Teamsters Local 853 plan.

To Apply: Send resume, cover letter, writing sample, and 2 professional references to **Beli@ctwi-btca.org**

CTWI is an Equal Opportunity Employer. To learn more visit our website www.ctwi-btca.org