



Director of Programs

Radiant Health Centers (RHC) seeks a Director of Programs. The Director of Programs leads and directs Programs within HIV Care Services. The Director implements and evaluates programs with emphasis on measurable outcomes using data and best practices; identification, development and management of financial resources to support programmatic priorities, effective management and engagement of staff to achieve departmental goals, provide quality services and promote shared accountability.

With a team of caring and committed individuals and hundreds of dedicated volunteers, RHC is working to eliminate the stigma and overcome health disparities impacting the Lesbian, Gay, Bisexual, Transgender, Queer + (LGBTQ+) community by providing healthy and compassionate care options.

RHC is the largest Orange County provider for such healthcare services and is currently expanding its capacity with plans to create a dedicated Federally Qualified Health Center (FQHC) for the LGBTQ+ community.

The Director of Programs is responsible for

- Developing and implementing departmental strategic plan to grow and align efforts and resources towards agency's strategic plan and grants.
- Leading the development, implementation, management, and evaluation of plan.
- Exercising fiscal responsibility over program budget by planning strategically, setting objectives, developing short and long-term goals, and preparing for program growth, effectiveness and success.
- Utilize data to track and report program performance and progress and identify areas of improvement to promote organizational growth, inform program decisions including stewardship, partnership growth and key-decision making.
- Ensure ongoing excellence that all programs operate consistently and ethically within the mission and core values of the agency.
- Build and lead high-impact team; define objectives and processes.

We are looking for candidates with the following qualities:

- Licensed Clinical Social Worker – required.
- Knowledge and understanding of psychosocial issues of HIV infected individuals.
- 6-8 years of professional experience in managing programs including direct experience working in or with individuals who have experienced homelessness, who have traumatic histories, identify as LGBTQ, are gender non-conforming and/or who often face multiple issues and have complex needs.
- Knowledge of community resources such as Orange County Social Services, Social Security, as well as other private non-profit social services agencies.
- Proven leadership and success in engagement and mobilization at the individual, community, and organizational levels, strong interpersonal and relationship building skills, with the demonstrated ability to influence others.



- Demonstrated ability to manage to an outcomes-based approach; proven experience of outreach and mobilization, managing outcomes, and developing and using data to inform continuous improvement and decision-making.

How to Apply

To apply for the Director of Programs position, please forward a cover letter and resume using one of the following methods:

- Email your resume and cover letter to losborn@radianthealthcenters.org.
- Mail to Radiant Health Centers, Attn: Lisa Osborn, 17982 Sky Park Circle, Ste J, Irvine, CA 92614
- Fax to (949) 809-5779
- No phone calls, please

Pay Range \$100,000 - \$120,000

RHC is an Equal Opportunity Employer