

CAMP AHA

Non-Profit 501(c)(3) #811864006

Position Title: CAMP AHA Program Director (Volunteer Role with Clear Path to Paid, Full-Time Co-Founder Status)

Status: Volunteer Role (Significant Equity & Growth Opportunity)

Location: Remote (Dallas/Fort Worth Metroplex preferred), with regular in-person engagement in Dallas required.

About CAMP AHA: CAMP AHA is a non-profit dedicated to empowering high-potential student leaders from under-resourced communities within the Dallas Independent School District. Through vital mentorship in critical thinking, financial literacy, career readiness, and characteristics of leadership, we bridge the gap between potential and opportunity. We cultivate a generation of successful, contributing members of society who will shape a brighter future for Dallas, embodying a powerful "recyclical" model where we invest in and compensate talent, potentially from the very communities we serve, for their invaluable contributions to positive change.

The Opportunity: Be the Architect of Strategic Growth

Are you a visionary leader ready to step into a foundational role that directly impacts the future of Dallas? CAMP AHA seeks a passionate **Program Director** to serve as a key partner, with the potential to grow into a compensated co-founder. You will be the driving force behind our mission, responsible for the strategic oversight, operational excellence, and expansion of our transformative mentorship program across Dallas' critical feeder patterns.

This is a unique chance to lead a high-impact non-profit from its critical growth phase, shaping its trajectory and directly contributing to its financial sustainability and scale.

High-Level Responsibilities (Strategic Oversight & Leadership):

As Program Director, you will provide executive leadership and management for all aspects of CAMP AHA's operations and growth:

1. **Organizational Strategy & Vision:** Define and refine CAMP AHA's long-term strategic plan, aligning all activities with the mission of expanding effective student leadership empowerment across Dallas' critical middle schools (Royce West Leadership Academy, Boude Storey, Dr. Frederick Douglass Todd Sr., and beyond).
2. **Executive Management & Team Leadership:** Oversee and guide a dedicated team of volunteer Leads (Volunteer School Liaisons, Mentor Curriculum & Development Lead, Marketing & Communications Lead, Fundraising & Grant Writing Lead), delegating tasks and ensuring effective collaboration, accountability, and their professional growth within the organization.

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3. **High-Level Partnership Cultivation:** Establish and nurture relationships with DISD district leadership, major corporate sponsors (e.g., Comerica Bank), key philanthropic foundations, and influential community leaders crucial for significant funding and scaling mentorship initiatives.
4. **Financial Strategy & Resource Allocation:** Develop and manage the organizational budget's strategic allocation. Set clear, performance-driven fundraising targets for the organization's needs, including securing dedicated funding for core team salaries (your own included). This involves overseeing the Fundraising Lead's efforts, with a clear vision for how successful resource generation will enable fair compensation for key roles as part of CAMP AHA's recyclical model.
5. **Program Quality & Impact Assurance:** Review aggregated impact reports, ensuring the program's effectiveness, fidelity to its model, and commitment to continuous improvement based on data and stakeholder feedback.
6. **Risk Management & Governance:** Ensure the organization operates effectively and ethically, adhering to all non-profit regulations and best practices.

What You'll Gain (Key Incentives & Growth Trajectory):

This is more than a volunteer role; it's a significant opportunity for professional and personal growth with a direct path to a leadership career:

1. **Executive Leadership Experience:** Lead a mission-driven non-profit from its critical growth phase, gaining invaluable experience in strategic planning, team management, and organizational development.
2. **Direct & Tangible Impact:** Play a central role in breaking cycles of disadvantage and fostering future leaders in Dallas' high-need communities. Witness the profound difference your efforts make.
3. **Clear Path to Compensation:** This position offers a unique, performance-driven trajectory. As you effectively lead fundraising efforts and help us achieve our financial targets, this volunteer role has a **clear and direct path to evolve into a paid, full-time Program Director/Co-Founder position**, embodying CAMP AHA's commitment to investing in its core talent.
4. **Extensive Networking:** Build a powerful professional network by connecting with influential community leaders, educational professionals, corporate partners, and philanthropists across the Dallas area.
5. **Autonomy & Influence:** High degree of autonomy in shaping program direction, operational strategies, and team culture.
6. **Personal Fulfillment:** Experience the profound satisfaction of building a scalable, impactful program that genuinely transforms lives and communities.
7. **Mentorship and Guidance:** You'll have the unique opportunity to work directly with and be mentored by the founder, a seasoned educator and successful business

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owner who understands the intricacies of both program delivery and organizational growth.

Time Commitment:

1. Initially, this role requires a consistent commitment of **20-30 hours per week**.
2. During peak periods (e.g., major fundraising campaigns, annual program launches, onboarding significant cohorts), hours may temporarily increase.
3. This is a year-round commitment; while direct student programming may pause during breaks, strategic planning, fundraising, and partnership cultivation are continuous.
4. **This role is designed for long-term commitment (minimum 1-2 years) to ensure continuity and strategic execution; it is not suitable for semester-by-semester turnover.**

Ideal Candidate Profile:

We are seeking a visionary, self-starting leader with a deep passion for youth empowerment and community engagement. You are:

1. A recent graduate (Master's preferred in Non-Profit Management, Educational Leadership, Public Administration, MBA with a social impact focus) eager for a capstone leadership experience.
2. An experienced professional (program management, education, business leadership) seeking to transition into impactful non-profit leadership or contribute your expertise at a strategic level.
3. Potentially from the communities we serve (e.g., a former DISD student) or demonstrating a deep, authentic connection to their needs, embodying CAMP AHA's recyclical model.
4. Possesses exceptional strategic thinking, communication, and organizational skills.
5. Driven to make a significant, measurable impact and grow with an evolving organization.

How to Apply:

If you are a self-starter ready to make a significant impact and grow into a paid leadership role within a dynamic non-profit dedicated to transforming Dallas, we want to hear from you! Please complete this application form to be considered for the position.

[PROGRAM DIRECTOR APPLICATION FORM](#)