

**DIRECTOR OF PROGRAMS
AVAILABLE IMMEDIATELY AND OPEN UNTIL FILLED**

Director of Programs Position Details

Location: Salt Lake City, Utah*

FLSA Status: full-time salary, exempt

Reports to: Executive Director

Supervises: In-House Program Director/Learning Design, Statewide Programs Director, Prevention & Coalition Manager, Phase 2 Productions Director

**This position is in-person due to the collaborative nature of Spy Hop's work; remote candidates cannot be considered.*

Position Summary

The Director of Programs is a key member of Spy Hop's senior leadership team, responsible for shaping and advancing the vision, quality, and impact of all programming across the organization. Reporting to the Executive Director, this role provides strategic oversight of Spy Hop's full portfolio of hands-on, project-based learning experiences in film, music, audio, and design.

The Director of Programs leads a dynamic team that delivers a diverse range of offerings, including in-house programs (after-school and summer camps), statewide initiatives, community-based programming and partnerships, workforce development, a media-production social enterprise (Phase 2 Productions), and prevention-focused services. This role ensures that all programs are aligned with Spy Hop's mission, values, and long-term strategic goals, while maintaining a high standard of excellence and relevance for youth ages 8–25.

The ideal candidate brings deep experience in arts education, positive youth development, and innovative program and curriculum design. They are an engaged and collaborative leader who thrives in a fast-paced, creative environment and is skilled at managing complexity while supporting team growth and success. This person is energized by building relationships and partnerships, both within the organization and throughout the community, and is committed to expanding access to high-quality arts education across Utah.

A strong candidate is both visionary and pragmatic, capable of setting a clear direction while cultivating the systems, structures, and culture that enable teams to do their best work. They are dedicated to centering young people in every aspect of the program experience, fostering spaces where youth can explore their creativity, develop their voice, and grow as artists and individuals. Above all, they are driven to extend Spy Hop's reach, ensuring that young people have access to transformative creative opportunities.

Program Strategy & Leadership

- Develop and implement a unified strategic vision for all Spy Hop programs, including in-house, statewide, community partnerships, social enterprise/workforce development, youth-in-care, and prevention initiatives integrated across program areas.
- Translate organizational strategy into clear program priorities, annual plans, and measurable goals.
- Establish and monitor key performance indicators for program reach, quality, and impact that align with the organization's mission, programmatic goals, and strategic plan.
- Lead the development of clear, connected pathways for youth from entry-level through advanced programs, workforce experiences, and alumni engagement.
- Ensure programs are designed with youth input and feedback, incorporating structures for youth leadership, youth voice, and shared decision-making where appropriate.
- Supervise and support direct reports, providing clear direction, coaching, and accountability.

Program Quality, Evaluation & Learning

- Collaborate with the In-House Program Director/Learning Design to support the development and evolution of curriculum and pedagogical approaches that integrate creative practice, social-emotional learning, and critical thinking.
- Collaborate with the Statewide Programs Director to guide the strategy and stewardship of partnerships with schools, community organizations, government agencies, and industry partners to serve young people in urban, rural, and indigenous communities across the state.
- Collaborate with the Youth Prevention & Coalition Manager, to design, implement, and evaluate prevention strategies embedded across all Spy Hop programming.
- Oversee evaluation systems and partnerships, using data to inform decision-making, continuous program improvement, and storytelling.
- Champion a culture of learning, innovation, and responsiveness to youth and community needs.
- Represent Spy Hop in local, statewide, and national conversations related to arts education and creative youth development.
- Contribute to organizational efforts in advocacy and storytelling that elevate youth perspectives and influence broader community and policy conversations.

Social Enterprise & Workforce Development Oversight

- Partner with the Phase 2 Director to strengthen the business model, expand client relationships, and increase earned revenue in support of organizational sustainability.
- Support Phase 2's goal to integrate workforce development opportunities for youth within the social enterprise, ensuring meaningful pathways to skill-building and career exposure.
- Ensure strong coordination between programming and Phase 2 Productions to maximize both youth impact and operational effectiveness.

Budget & Resource Stewardship

- Partner with organizational leadership to develop and manage program budgets aligned with strategic priorities.
- Ensure programs and social enterprise activities are appropriately resourced and fiscally responsible/performing.

Qualifications

- Bachelor's degree and/or Master's degree in education, the arts, arts administration, nonprofit management, or a related field preferred. In lieu of a degree, 7–10 years of progressive leadership experience in arts education, youth development, or a related field.
- Demonstrated experience managing complex programs or portfolios, including staff supervision and budget oversight.
- Experience leading or overseeing a social enterprise or earned-income strategy within a nonprofit or mission-driven organization/business.
- Strong background in program design, curriculum development, and evaluation.
- Experience in community organizing, developing and sustaining partnerships, and identifying opportunities for programmatic connection and collaboration.
- Experience working with diverse communities and a commitment to equity, access, and youth-centered practices.
- Proven ability to build and sustain partnerships and collaborate across sectors.
- Excellent leadership, communication, and organizational skills, with the ability to balance big-picture thinking and operational execution.
- Experience in leading and managing multiple direct reports, providing direction and oversight.
- Experience supporting youth leadership, voice, and creative expression in program design or delivery preferred.
- Must be able to pass a background check.

Compensation & Benefits

Salary: Commensurate with education and experience; salary range \$75,000 - \$90,000. Optional tiered benefits package starts with 50% health, dental, and vision coverage, a 3% IRA match, 20 days of PTO, 15 paid holidays, and 7 days of wellness/sick time. Spy Hop is committed to its employees' professional growth and development and, as such, offers paid time off for employees to attend conferences, trainings, and other activities to support them in their positions.

Spy Hop is an equal opportunity employer committed to fostering a diverse and equitable environment in which all staff can excel regardless of race, ethnicity, age, faith, gender identity, sexual orientation, and ability. People of color, women, individuals with disabilities, and veterans are encouraged to apply.



How to Apply: No phone calls, please. Please email your resume, cover letter, and references to:

Larissa Trout, Executive Director
larissa@spyhop.org

About Spy Hop: Spy Hop is a highly effective, nonprofit youth media arts and educational enrichment center founded in 1999 and located in downtown Salt Lake City. Our mission is to mentor young people in the media arts to help them find their voice, tell their stories, and effect positive change in their lives, communities, and the World. Spy Hop's programs occur in dynamic studio environments where young people of all backgrounds produce their own narratives and solutions to their challenges. Our afterschool and community programs in film, audio, design, and music are a model for positive youth development programs nationwide.

Our Commitment to Antiracism: We believe that anti-racism is the process of becoming aware of and acknowledging the impact of racial oppression within our current social, political, and institutional systems, while actively and intentionally working in community to replace those systems with pedagogies, policies, and practices that lead to collective liberation – the truth that none of us are free until all of us are free. As an antiracist organization, Spy Hop is committed to changing the systems of oppression that disproportionately impact many of our students and their communities. Spy Hop's antiracism practices are rooted in hope, action and accountability, and the belief that collective liberation is truly possible.

Our Culture: We celebrate a culture at Spy Hop that is a fun, dynamic, evolving ecosystem; one that nurtures the vibrant, creative, individuality of youth and staff by communicating openly, honoring our multiculturalism, and affirming our intergenerational wisdom in such a way that all participants within the ecosystem have the capacity to thrive.

Visit our website at spyhop.org for further information.