



Director of Programs – Café Momentum Denver

Café Momentum isn't just a restaurant—it's a movement. A nationally recognized nonprofit powerhouse that's been rewriting the futures of justice-involved youth for over a decade. Through our groundbreaking 12-month paid internship program, we blend world-class culinary training with intensive life skills, education, and wraparound support to help justice-involved youth ages 15–19 break cycles, discover their strength, and rise.

This is your chance to join a bold, dynamic team that believes in the unstoppable power of dignity, compassion, excellence, and second chances. If you thrive on creating real change for justice-involved youth, then this is the leadership role you've been waiting for.

Position Summary

The **Director of Programs** is a high-energy, visionary leader who owns the full ecosystem of support and development for our interns. You'll champion individualized, trauma-informed care that meets youth where they are; addressing basic needs, building stability, and propelling them through our acclaimed **Tiers of Success**.

You'll inspire and lead a passionate team of program staff, forge powerful community partnerships, and ensure every intern has access to our powerful program. Working hand-in-hand with our restaurant operations, you'll help create seamless, transformative experiences that turn potential into lasting success. This is not desk work; it's frontline leadership in a vibrant, mission-driven environment where every day feels alive with purpose and possibility.

Qualifications

- **Must have hands-on experience** (5+ years preferred) in program or case management, with **significant youth-facing work** focused on **justice-involved youth** and marginalized communities (this is non-negotiable—we need someone who lives and breathes this work and has done so for years).
- **5+ years of proven team leadership and supervision**; nonprofit or social enterprise leadership experience highly valued.
- Master's degree strongly preferred (or Bachelor's) in Social Work, Education, Counseling, Psychology, Criminal Justice, Youth Development, or a related field.
- Licensed Clinical Social Worker (LCSW) or equivalent clinical licensure strongly preferred.

Skills & Attributes

- Deep, authentic expertise in the challenges facing justice-involved youth, trauma-informed practices, and culturally responsive support.
- A natural inspirer who leads with heart, coaches with clarity, and motivates teams to do their best work.

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CAFEMOMENTUM.ORG/DENVER
3201 Curtis Street Denver, CO 80205

- Exceptional communicator, organizer, and creative problem-solver who thrives in a fast-paced, collaborative environment.
- Highly collaborative leader who excels at partnering across operations, education, restaurant teams, and external stakeholders.
- Proactive self-starter with relentless follow-through and a passion for innovation.
- Proficient in Microsoft Office and Google Workspace. Experience in Salesforce, Asana, and case management systems is a plus.
- Reliable transportation, valid driver's license, and proof of auto insurance required. Must pass a background check.

Key Responsibilities

Program Oversight & Intern Impact

- Drive intern progress through our **Tiers of Success** with rigorous tracking, celebration of milestones, and continuous innovation to boost outcomes.
- Design and lead a dynamic, individualized support ecosystem for justice-involved youth, ensuring rapid access to housing support, healthcare, legal services, and critical wraparound resources.
- Evaluate program effectiveness with a sharp, data-informed eye and implement bold improvements that elevate results for youth from marginalized communities.
- Partner closely with the Restaurant General Manager to align culinary excellence with life-changing support, creating unforgettable momentum for every intern.

Team Leadership & Staff Inspiration

- Directly supervise, coach, and energize a team of case managers, fueling their passion and effectiveness in serving justice-involved youth.
- Deliver impactful feedback, professional development, and growth opportunities that help your team thrive.
- Lead dynamic weekly intern reviews and team huddles, bringing insight, creativity, and enthusiasm to craft personalized success plans.

Education, Mental Health & Holistic Growth

- Champion educational pathways including school re-enrollment, credit recovery, GED programs, and support for IEPs or special needs to help youth reclaim their futures.
- Ensure high-quality, trauma-informed mental health services through seamless coordination with internal experts and community partners.
- Foster an environment where youth feel seen, valued, and empowered to dream bigger.

Partnership Development & Community Presence

- Cultivate and expand powerful relationships with housing providers, legal advocates, mental health organizations, externship hosts, and post-program employers.
- Own the externship strategy and build pipelines to meaningful employment and continued success.

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- Be the charismatic face of the program in the community; representing Café Momentum Denver at stakeholder meetings, events, and partnerships with infectious energy.

Reporting & Continuous Excellence

- Deliver clear, compelling updates and reports to the Executive Director and national Chief Program Officer.
- Maintain impeccable data collection and documentation that tells the powerful story of our interns' growth and program outcomes.

Salary: \$80,000–\$90,000 (commensurate with experience)

Benefits

- Competitive benefits package including employer-subsidized health, dental, vision, life insurance, 403(b) retirement account, and 403(b) employer match
- Generous paid time off and holidays
- Robust professional development opportunities
- The chance to do **deeply meaningful, fun, and exciting work** in a vibrant, inclusive, mission-driven organization that celebrates wins, builds community, and changes lives every single day

If you're a dynamic, passionate leader ready to amplify our impact, ignite potential in justice-involved youth, and help shape the future of Café Momentum Denver, **we want to hear from you.**

To apply for this position, please email a complete application packet to hello@cafemomentumden.org. Your application packet should be one PDF file that includes:

- Cover Letter: In your words, tell us who you are and why you would be an exemplary Director of Programs. Please include details of your professional experience working face-to-face with youth, especially those who are justice-involved.
- Resume: Detail your professional work experience and how it relates to this role.
- References: Please provide at least two personal and two professional references.
- Favorite Cuisine: Creatively let us know what your favorite cuisine/restaurant is.

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