

Program Manager

Are you a visionary leader passionate about creating transformative programs that support individuals recovering from trauma, violence, and abuse? Do you excel in building strong teams, fostering community connections, and driving strategic program growth? If this sounds like you, we encourage you to keep reading!

On behalf of our client **Bridges for Women Society** we are seeking an experienced **Program Manager**, who will play a vital role in shaping the future of their programs, ensuring they remain responsive, impactful, and sustainable. Reporting to the Executive Director, this strategic role you will lead an incredible team of professionals, oversee program development, and build meaningful partnerships that expand our reach and deepen our impact. This is a 4-day-per-week position, located in *Victoria, BC*, offering a balance of hands-on leadership and strategic planning.

To learn more about this role and what your day may hold, be sure to review the full [Job Description](#).

Bridges for Women Society offers:

- As a 4-day (32 hour) per-week role, we support a schedule that prioritizes well-being while ensuring meaningful impact.
- A competitive salary of \$65,000 - \$70,000 per year for a 4-day work week (full-time equivalent would be \$81,245 - \$87,500). Salary is based on related education and experience.
- Three weeks' vacation.
- Medical and Dental benefits.
- Personal wellness days and more.

Our ideal Program Manager brings:

- Bachelor's degree in social work, counselling psychology, education, or a related field (or equivalent experience).
- 5+ years of leadership experience in a social services or nonprofit setting.
- Strong knowledge of trauma-informed approaches (e.g., somatic psychotherapy, CBT, narrative therapy, mindfulness, Internal Family Systems).
- Experience in budget management, program design, and stakeholder engagement.
- Vulnerable sector criminal record check required.
- First Aid, ASIST, and CPR certification required (training provided if not current).
- Valid driver's license and access to a reliable vehicle preferred.

These Skills and Abilities will help you thrive:

- A deep commitment to trauma-informed, feminist, and anti-oppressive principles and understand the complexities of working with individuals who have experienced violence and trauma.
- Experience supervising, mentoring, and empowering staff in a collaborative work environment. You thrive on helping others grow while ensuring programs run effectively.
- A strategic thinker who sees the big picture and makes data-informed decisions to improve program effectiveness and sustainability.
- Exceptional written and verbal communication skills, with the ability to build relationships, navigate conflict, and advocate for change.

- Proficient in using virtual technologies for service delivery and are open to innovative approaches to program facilitation.
- A strong understanding of confidentiality, privacy, and the sensitive nature of the Society's work.

About Bridges for Women Society:

Bridges has been providing life-change through our healing, education, and employment programs since 1988. Our services are open to all women (transgender and cisgender), non-binary, and two-spirit people who identify as a part of the women's community and who have been impacted by violence or trauma at any time in their lives. We aim to support those coming to our programs to reclaim their voices and personal autonomy as they learn to achieve financial independence and security in rebuilding their lives.

We aim to have the Bridges staff team reflect the participants we serve. We encourage self-identified women, non-binary people, and two-spirit people who identify with the women's community to join our team. We value diversity and lived experience, and (enthusiastically) welcome applicants who identify as Indigenous, racialized, a person with a disability, and/or a member of the LGBTQ+ community.

How to apply:

We encourage you to review the [Job Description](#) and then forward a resume that clearly outlines how your skills and experience meet the requirements of this role to [TallSky Consulting](#).

This position will remain open until it is filled. We thank all applicants; however, after the initial acknowledgement, only those selected for further consideration will be contacted.