



Job Opening
Program Manager - Full-Time
The Mountain Center
NM Genders and Sexualities Alliance (GSA) Network Program

The Mountain Center is an experiential and behavioral health resource center that provides unique opportunities for people to overcome self-limiting beliefs and transform their lives through wilderness and personal discovery experiences. These experiences include low and high ropes course elements, rock climbing, hiking, overnight camps and retreats, and day training events provided with a trauma-informed, client-centered approach.

Our [Experiential Adventure Resiliency Model](#) incorporates elements of adventure, education and challenge to help participants break through self-limiting beliefs, discover their potential, and build positive self-identity and resiliency. This unique model guides individuals to:

- Develop self-esteem, self-confidence, and self-awareness
- Learn positive values
- Develop better social skills and relationships
- Facilitate positive changes in communities

The Mountain Center focuses on building strengths rather than identifying weaknesses. We are passionate about offering services for and reaching out to those in our community who are in need of behavioral health support to facilitate self-efficacy. Among those we serve are LGBTQ+ communities, youth involved in the judicial system, Indigenous populations, and survivors of trauma. We partner with community and government agencies, tribal communities, and non-profits to formulate collaborative strategies to deliver positive outcomes and outreach to under-served individuals.

NM Genders and Sexualities Alliance Network Program Coordinator Full-Time Position

The New Mexico Genders and Sexualities Alliance Network (NMGSAN) is an intergenerationally-led, youth-driven program for LGBTQ2s+ and allied individuals ages 13 to 24. NMGSAN creates more secure, inclusive, and welcoming environments for youth while also building resiliency, self-efficacy, and positive self-identity and mental health. We offer peer training, peer support, and leadership development among young students and activists, with leadership from our Youth Council. NMGSAN does its work through an anti-oppression, intersectional lens. NMGSAN also works closely with The Mountain Center's Adventure OUT! program, the National GSA Network, and many other local and state community organizations serving the LGBTQ2s+ community.

Job Responsibilities: Manages and oversees the youth/adult resiliency and behavioral health education programs (NMGSAN and Adventure OUT!), contracts, and program quality; develops ongoing program effectiveness and evaluation in accordance to contract guidelines; ensures that all contract deliverables are met; participates in leadership for the NMGSAN and Adventure OUT! programs and contracts which may include: strategic planning, program direction, goal setting, program scheduling, and staff development; develops the NMGSAN and Adventure OUT! strategic map for program delivery each fiscal year according to contract deliverables; fields calls from schools & agencies and schedules programs; develops and maintains relations with all referring agencies and collaborative partners; provides program outreach with targeted agencies and community groups, including supporting GSA club development; develops, manages, and maintains professional relationships with all clients, collaborative agencies and program participants, and the national GSA

Network; oversees programs and camps, conducts program briefings, safety briefings and debriefings, and supports the Mountain Center on-call system; responsible for leveraging funds and grant writing for programs as needed; facilitates a system and process to ensure that all program administrative activities (monthly, quarterly, year-end reports, client files, program activity reports, time sheets, program roster, incident reports, etc.) are completed in a timely and professional manner within the requirements set forth in the contract guidelines and/or the MC policies and procedures; checks in with project coordinators regarding program plans, implementation, and staffing, and knows location of programs and the staff working them; supervises NMGSAN and Adventure OUT! project coordinators and assigned staff; supports MC social media and image to the community; attends fund raising events as assigned; participates in risk management oversight for the organizations programs.

Significant amounts of work will occur in throughout New Mexico, in city and wilderness environments, beyond our office in Tesuque. Cultural humility and understanding of intersectional oppression is a must, as is experience in youth organizing and management and supervision of staff teams. Behavioral health, public health, and experiential education expertise is preferred. Preferred candidates also demonstrate the capacity to develop long-lasting, positive, collaborative community relationships.

Job requirements:

- High school degree or equivalent, Bachelors or higher preferred
- Experience in overseeing contracts, grants and programs
- Experience working in LGBTQ communities
- Experience working with and on Therapeutic Programs or equivalent
- Strong understanding of risk management
- Experience working in a team setting
- Excellent time management skills as well as meeting deadlines
- Excellent communication written, oral, electronically

The position provides 40 hours of work per week/weekends; salary range is \$47,000-\$50,000 annually dependent on experience and qualifications. Paid Time Off and health insurance benefits are offered immediately, and retirement benefits are offered after one year of employment. The Mountain Center is an Equal Opportunity Employer. Our works centers around LGBTQ2s+ individuals, people of color, individuals in recovery, people with various diagnoses and abilities, and other oppressed communities. Therefore, we strongly encourage people with these identities and from these and other systemically oppressed communities to apply. To apply for the position, please complete an application form found at: <https://themountaincenter.org/about/job-opportunities/>

AND please provide a cover letter and resumé to The Mountain Center, attn: NMGSAN Program Coordinator Position, P.O. Box 449, Tesuque NM 87574 or email jobs@themountaincenter.org. No phone calls, please. Position open until filled.