



## **Job Posting Deputy Director of Programs**

### **Overview:**

Equimundo: Center for Masculinities and Social Justice seeks a full-time Deputy Director of Programs. This position forms part of Equimundo's Programs team. This position will be based in Washington, D.C. (with a hybrid work-from-home/office model.)

### **About Us:**

Equimundo is a global leader in promoting gender equality and preventing violence by engaging men and boys in partnership with women and girls and individuals of all gender identities. Working with men and boys to transform harmful gender norms and unequal power dynamics is critical to achieving gender equality. With partners in more than 55 countries, Equimundo's work – including high-impact research, evidence-based programs, and targeted advocacy efforts – seeks to create a nonviolent, caring, and gender-equitable future for all. For more information, please visit [www.equimundo.org](http://www.equimundo.org).

In addition to competitive base pay, we provide:

- Full employee healthcare coverage, including medical, dental, and vision
- Ancillary coverage, including group life, AD&D, short- and long-term disability
- Employer 401k contribution equalling 8% of annual salary
- Commuter benefits
- 4 weeks of PTO, paid holidays, and health leave

### **Job Description**

The Deputy Director of Programs plays an essential role in supporting the Director of Programs across technical, strategic, operational, financial, and other critical aspects of Equimundo's project portfolio management. This position works closely with the Director of Programs to ensure smooth day-to-day operations, successful outcomes for programmatic projects and initiatives, and strategic planning. The Deputy Director of Programs reports directly to the Director of Programs, is full-time, and requires up to 40% travel.

### **Operations and Financial Portfolio Management**

- Support the operations of the Programs department to deliver Equipundo's programs component of the strategic plan, develop and monitor progress toward departmental goals, and support institutional practices that lead to improved program performance.
- Support the implementation of the Program department's Strategic Plan by identifying funding gaps and areas of funding opportunity, and work in collaboration with the Strategic Partnerships department and the Director of Programs to pursue them.
- Work closely with the Director of Programs to determine staff coverage needs, portfolio allocation, and an organizational budget.
- Oversee timely development and execution of work plans agreed upon with partners and donors, and portfolio compliance with donor reporting requirements.
- Supervise 1-2 program staff, independent consultants, and Fellows to adequately plan projects' scopes of work, timelines, activities, and deliverables.

### **Project Management and Technical Expertise**

- Manage a portfolio of Equipundo's program projects, including overseeing its financial, technical, and programmatic functions.
- Design program interventions and a theory of change aligned with Equipundo's core approach and gender-transformative methodology, including developing curriculum and programmatic materials with partners.
- Provide technical expertise and leadership on engaging men and boys in gender equality and Equipundo's programmatic approaches and innovation.
- Support partners through skill-building and training initiatives using Equipundo's gender-transformative methodologies
- Develop systems to support knowledge production and capture programmatic experience, lessons learned, and guidance for external sharing, including learning briefs, technical presentations, webinars, conferences, etc.
- Track and manage project budgets to ensure financial accountability and alignment with planned activities.
- Monitor project implementation to ensure that activities proceed according to the agreed timetable, results are documented, and reports to funders are submitted promptly.
- Represent Equipundo publicly through speaking engagements and other opportunities.

### **Strategy and Cross-Team Collaboration**

- Contribute to and support the Director of Programs in identifying strategic directions, developing partnerships, and pursuing funding opportunities.
- Work with the Research and Advocacy teams to ensure complementary, collaborative approaches across themes, geographies, and partnerships.
- Liaise with Equipundo's Communications team to co-develop and implement the program department's communication strategy on program work, achievements, and initiatives to provide visibility for the program department and to influence policy and other relevant networks.

### **Required Qualifications:**

- Master's degree in gender studies, international development, public health, sociology, or a related field.
- At least 4–6 years of professional experience designing, managing, or supporting gender-transformative or social behavior change programs.
- Strong knowledge of the theory and practice of engaging boys and men for gender equality, with experience applying these approaches in programmatic or research contexts.
- Demonstrated ability to design and implement programs across multiple formats (online, hybrid, and in-person), including innovative or technology-enabled approaches to engagement.
- Familiarity with human-centered design or participatory program design approaches, particularly in developing digital or tech-enabled solutions.
- Strong program management and operational skills, including the ability to coordinate across teams, manage multiple priorities, and maintain attention to detail.
- Demonstrated supervisory or team leadership experience, with a thoughtful approach to mentorship and staff development.
- Excellent communication and collaboration skills, with the ability to translate technical concepts for diverse audiences and work across thematic areas (e.g., health, education, online engagement, violence prevention).
- Commitment to Equipundo's mission and principles of gender equality and social justice, with comfort facilitating discussions on masculinities and gender norms with diverse groups.
- Willingness and ability to travel internationally as required for program implementation and partnerships.
- Professional proficiency in English required; additional languages such as French, Spanish, or Arabic are a plus.

### **Compensation:**

We offer competitive and fair pay in Washington, D.C., the not-for-profit sector, and related sectors. For this position, the salary range is \$110,000-\$130,000, depending on years of experience and qualifications.

### **Start Date**

The proposed starting date is June 8, 2026.

### **To Apply (only shortlisted candidates will be contacted)**

To apply, please send the following documents as **one single PDF file** labeled FirstName\_LastName\_DeputyDirectorofPrograms no later than **April 30, 2026**, to [jobs@equipundo.org](mailto:jobs@equipundo.org):

1. Cover letter
2. Resume
3. Work examples of resources/programs developed
4. Three professional references

In addition:

- Please write “Deputy Director of Programs” as the subject heading.
- Indicate if you are legally authorized to work in the United States.

### **Equal Employment Opportunity Statement**

Please view this description as a general overview, not a comprehensive, mandatory list. Apply if you feel passionate about our efforts and believe you have the skills to contribute and lead in this role. We want to hear from you!

Equimundo is committed to creating and maintaining a diverse and inclusive work environment for all employees and to ensuring a workplace free of discrimination and harassment. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, creed, national origin including ancestry, ethnicity, sex including pregnancy, gender, gender identity, gender expression, transgender status, disability, alienage or citizenship status, military status, including past, current, or prospective service in the uniformed services, genetic information, predisposing genetic characteristics, marital status, domestic violence victim status, familial status, actual or perceived sexual orientation.

We are an equal opportunity employer, and we strongly encourage Black, Indigenous, people of color, women, people with previous felony convictions, members of the LGBTQIA+ community, and others who identify with underrepresented groups to apply.