



Position: HR & AmeriCorps Program Manager
Location: Houston, TX
Reports to: Executive Director & National Director of AmeriCorps

About SBP

SBP, a social impact organization focused on disaster resilience and recovery, **solves the challenges facing at-risk communities** and scales impact with a proven model that brings the rigor of business and innovation to reduce risk, create resilient communities and streamline recovery. By taking this holistic approach, SBP shrinks the time between disaster and recovery.

SBP does this in three connected ways—prepare, shape and build

1. SBP **prepares** individuals, communities and organizations to mitigate risk and speed recovery.
2. SBP **shapes** federal policy and system change and state and local disaster recovery programs to be more efficient and effective.
3. SBP **builds** resilient communities efficiently and effectively and shares our proven model and approach with others.

Position Summary

The AmeriCorps Program Manager handles the day-to-day operations of the AmeriCorps program for SBP's Houston operating site by fostering a team member- oriented, high performance culture that emphasizes empowerment, quality, productivity, goal attainment, and integrity. This is done by carrying out responsibilities in the following functional areas: recruitment and selection, orientation and organizational acclimation, program/ grants management, and team member support.

Responsibilities

Recruitment and Selection

- Develops and implements a comprehensive recruitment and interviewing strategy to meet all goals for the selection of staff and AmeriCorps positions. This may include assisting other SBP member placement sites in meeting their recruitment goals.
- Oversees candidate selection to ensure all candidates optimally fit organizational culture and position requirements.
- Onboards selected team members to include conducting background checks, file creation and support of relocating members.

Team Member Development and Support

- Designs, implements and refines comprehensive, culturally-rich new member onboarding training practices to ensure members are well positioned to start service.
- Organizes regular trainings, professional development opportunities, and other talent development strategies to foster a more robust team.
- Manages team member performance evaluation, corrective action and grievance processes in a mature, professional manner- seeking to resolve issues as quickly as possible

with clear steps for improvement and accountability.

- Serves as the champion in developing a culture focused on mission, leadership, accountability, innovation, results, and kindness through feedback and coaching.

Program Management

- Manages time tracking, time off, workers' compensation, payroll and benefits in coordination with the Chief People Officer.
- Maintains organized, compliant member and staff files- both paper and electronic.
- Tracks and reports on program data per SBP guidelines.
- Coordinate member deployments to other areas of the country in need of disaster response/recovery services.

Performance Expectations

The individual is expected to:

- Translate broad goals into achievable steps.
- Help set and manage appropriate expectations.
- Plan and meet deadlines.
- Demonstrate initiative and work as a team player.
- Convey a professional and positive image and attitude regarding the organization and the not-for-profit sector.
- Demonstrate commitment to continued professional growth and development.
- Flexibility to learn new skills and improve current systems.
- Strong organizational skills and ability to perform tasks effectively.
- Strong understanding of the importance of confidentiality and professionalism.
- Able to work in a fast paced, constantly changing workplace.
- Positive attitude, ability to take initiative and be self-motivated.
- Strong passion for the work of SBP and disaster recovery.

Requirements

- 3+ years management experience, nonprofit management experience preferred
- Bachelor's degree in Business Management or similar field
- Previous AmeriCorps and/or Human Resources experience is not required, but highly valued
- Previous experience managing federal grants is highly valued
- Able to satisfactorily pass a Criminal History Check to include sex offender registry, State Police, and FBI.
- Valid driver license and reliable transportation.
- Must be COVID-19 vaccinated and provide proof of vaccination.

[Click hereto apply](#)

SBP is building a diverse and experienced staff. The organization encourages multiple perspectives and experiences, supports a multicultural environment, and strives to hire and retain a diverse workforce that reflects the populations we work with and the communities where we work. Our hiring and business practices appreciate the strengths offered through different backgrounds.

SBP is an equal opportunity, affirmative action employer and is committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services programs, and activities. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity. It is the policy of SBP not to discriminate against any individual, person, or group on the basis of disability and the intent of SBP to address any complaints that may arise pursuant to Section 504.