

September 24th, 2026



Position Announcement

Director of Programs & Partnerships, Literacy Together

Transforming Lives Through Literacy
Formerly Literacy Council of Buncombe County

The Organization

Literacy Together has been serving the Buncombe County area for 40 years, with a mission to transform lives and communities through the power of literacy. Our vision is a just and equitable community in which literacy is accessible and achievable by all. We believe access to lifelong quality education is the cornerstone of a more just and equitable society, and we serve as equal partners with students, tutors, staff, and board to help students reach their goals.

We serve individuals in four core programs: Adult Literacy, Youth Literacy, English for Speakers of Other Languages (ESOL), and Dolly Parton's Imagination Library®. For more information about Literacy Together, please visit the website at lit-together.org and [watch this 5-minute video](#). Literacy Together is an equal opportunity employer committed to recruiting a diverse pool of qualified candidates for the position.

Director of Programs & Partnerships Position Summary

The Director of Programs & Partnerships is a new, pivotal role on our leadership team designed to build long-term organizational capacity, deepen community impact, and drive sustainable growth. As Literacy Together expands, this role provides the dedicated leadership necessary to oversee our core programs, foster cross-departmental collaboration, and cultivate strategic partnerships across Buncombe County.

Reporting to the Executive Director, the Director of Programs & Partnerships will supervise our three Program Directors (Youth Literacy, ESOL, and Adult Literacy), lead the expansion of our fee-for-service workplace literacy contracts with local employers, explore and pilot a new Family Literacy initiative, and serve as an active ambassador in the community. Ultimately, this position strengthens the organizational infrastructure needed to support cohesive program delivery and thriving community partnerships.

Key Responsibilities

Leadership & Staff Management

- **Leadership:** Serve as a member of the leadership team, contributing to organization-wide strategy, budget planning, decision-making, and long-term sustainability.
- **Supervision, Team Cohesion & Culture:** Provide direct supervision, coaching, and support to three Program Directors (Youth Literacy, ESOL, and Adult Literacy) while fostering a collaborative, growth-oriented culture that builds internal cohesion and aligns cross-program operations with community needs.

Strategic Partnerships, Revenue & Community Engagement

- **Employer Partnerships & Revenue Growth:** Proactively cultivate and maintain relationships with local businesses to scale fee-for-service workplace literacy contracts, which deliver tailored on-site instruction across Buncombe County while generating earned revenue.
- **Community Collaborations:** Deepen and expand collaborative partnerships with nonprofit peers, government agencies, workforce development partners, and educational institutions to align operations with community needs.
- **Ambassadorship:** Serve as an active, visible representative for Literacy Together across community networks, forums, coalition meetings, and civic events to elevate organizational presence and engagement.

Program Innovation, Grant Deliverables & Quality Oversight

- **Programmatic Quality & Oversight:** Guide the overall quality, evaluation, and strategic growth of Literacy Together's program offerings to ensure alignment with our mission and community needs.
- **Family Literacy Pilot:** Research, explore, and lead the development of a pilot initiative focused on family literacy to address intergenerational learning needs in Buncombe County.
- **Grant Deliverables & Compliance:** Oversee the execution of programmatic grant deliverables across departments. Monitor data collection systems and key performance metrics to ensure full compliance and high-quality reporting for funders.

Desired Experience & Skills

Candidates who possess a strong combination of the following qualifications and attributes are strongly encouraged to apply:

- **Leadership & Team Management:** Experience in non-profit management with a demonstrated ability to supervise, mentor, and coach staff – fostering high performance, clear communication, and a supportive team culture.
- **Program Design & Management:** Proven track record in developing, launching, and managing community programs. Demonstrates a deep operational understanding of what it takes to build sustainable systems, continuously refine program quality, and scale initiatives effectively.
- **Partnership Development:** Experience cultivating and maintaining multi-sector relationships.
- **Grant Oversight & Data Compliance:** Proven ability to manage program budgets, monitor grant deliverables, and utilize data tracking systems/metrics to ensure full compliance with grant agreements and funder expectations.

Mindset & Interpersonal Attributes

Candidates who would thrive in this role are passionate advocates for educational justice who combine strategic vision with strong relational skills. Key qualities include:

- **Mission & Advocacy:** Deep commitment to equity, accessibility, and the transformative power of literacy across Buncombe County.
- **Relational Leadership & Communication:** Exceptional interpersonal and communication skills (verbal, written, and active listening) paired with a natural ability to cultivate relationships and build diverse partnerships with empathy, clarity, and professionalism.
- **Growth Mindset & Continuous Learning:** An adaptable, strategic thinker who approaches growth with resilience, curiosity, and humor, while actively modeling self-reflection, openness to feedback, and lifelong leadership development.

Compensation and Hours

This is a 40 hour/week (full-time) position with a salary of \$65,000 – \$68,000, commensurate with experience.

Benefits

- **Flexible Work Schedule:** Literacy Together offers a flexible work schedule with partial remote work options. Occasional evening or weekend availability is required.
- **Generous Paid Time Off:** Receive 12 days of PTO in your first year, plus 16 paid holidays.
- **Health & Wellness Stipend:** Receive \$200 per month (\$2,400 per year) to be used at your discretion. *Please note: We do not currently offer health insurance.*

Application Process

To apply, please send us your resume and a thoughtful cover letter describing your interest and qualifications for this role. Finalists will be asked to provide three professional references.

Please submit your application by email to jobs@lit-together.org using the subject line: "Director of Programs & Partnerships" plus your last name.

Applications will be accepted until 12:00 p.m. on October 19th.

We look forward to hearing from you!