



Director of Programs, Investor Ecosystem

Full Time Permanent Position

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Job Description

Spring is a global community of innovators and investors, connected to create a sustainable, healthy and equitable world. Based in Vancouver, we design and deliver programs and experiences to build an inclusive community of investors and support a diverse range of founders to scale their impactful solutions. We address barriers to realizing this through incubation, acceleration and investor training programs with our active, values-aligned community. We are committed to proactively increasing participation in impact investment among underrepresented communities.

As the Director of Programs you will work directly with the Chief Experience Officer to develop strategic plans to serve Spring's ecosystem of purpose-driven founders and early-stage investors. In this role you will provide strategic oversight investor-focused programming and drive the growth of the Investor Ecosystem department by ensuring departmental initiatives are aligned with the organization's values and business objectives. The Director of Programs will manage a diverse delivery team dedicated to creating high-impact programming for values-aligned early-stage investors, founders and ecosystem leaders.

This role requires someone who is action oriented and is passionate about impact and who prides themselves on their ability to communicate to a wide range of stakeholders. You have an uncanny ability to understand the full extent of a client's needs and translate them into plans and deliverables that exceed expectations. You love to empower teams to succeed through goals, accountability, training, support and mentorship. And you fit right into the Spring culture by being fiercely pragmatic and fearless about rolling up your sleeves and doing the work alongside our incredible team.

What you will be doing:

Becoming a Director of Programs at Spring is an exciting and inspiring opportunity. If you have a desire to change the world and make an impact - this is the role for you. It includes:

- Managing and owning the results of individual program budgets
- Structuring the delivery of individual programs to meet margin goals set out by the Chief Experience Officer
- Providing oversight of all ongoing Investor Training Programs and ensuring optimal support for the Investment team

- Ensuring coordination with the clients of each Investor Training Program to ensure maximum customer satisfaction
- Preparing and delivering quarterly business reviews for the Executive Team
- Reviewing monthly P/L statements with the Executive Team
- Structuring program delivery and operational team-wide meetings in accordance with company cadence
- Recruiting and training new Investment team members, as needed
- Working with the Investment team each month to ensure all KPI's are accurately reported
- Collaborating with Spring's internal business development team to inform new and existing partnerships
- Supporting with Investor recruitment for Spring Impact Investor Challenges
- Providing program delivery and session facilitation training and support
- Assisting with content and curriculum development for entrepreneur and investor facing programs

We're a match if you are:

- Passionate about having an impact and making the world better than it is today. This is essential and core to our team and brand.
- Detail-oriented with exceptional time management skills
- Possess a high level of emotional intelligence and empathy
- 2+ years at a Program Director level role or equivalent
- 5+ years managing teams

Preference for:

- Adaptable and able to shift between leading and completing tasks
- Have Instructional Design experience
- Have Go-to-market experience
- Thrive in a collaborative environment with a high level of responsibility
- Communicate and listen actively in a range of environments and with a variety of stakeholders with ease
- Possess a high level of emotional intelligence and empathy
- Experienced in working with **Canva** for creating content
- A Bachelor's degree is an asset

Compensation Package

- This is a full-time employee position with a salary of \$100,000 with participation in Spring's annual Bonus Plan
- Spring's Benefits Package:
 - 15 days of vacation time is accrued based on hours worked over the course of a year
 - 5 personal health days
 - 11 BC holidays
 - We also provide additional days off between Christmas and New Years holidays

- Annual health care stipend of \$1,000 prorated for part-time and for months worked in the year - takes effect after probationary period
- Work flexibility and remote work
- Work with a people focused, values-based organization with a global impact

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