

Program Director (Mcburney Ymca)

YMCA of Greater New York

New York, NY 10011

Program Director

Full-time

Onsite

\$66,300 - \$70,000 a year

Posted on July 29, 2026

Organization Statement

The YMCA of Greater New York is here for all New Yorkers — to empower youth, improve health, and strengthen community. Founded in 1852, today the Y serves a diverse population of more than half a million New Yorkers who learn, grow, and thrive through programs and services at our 24 branches. Community is the cornerstone of the Y. Together, we connect active, engaged New Yorkers to build stronger communities.

To help fulfill our mission, we cultivate a culture of learning, leading, and collaboration to enhance community impact. Through our talented staff and “LEAP” career framework (Leadership, Empowerment, Accountability, Personal Growth), we are committed to a people-first approach that fosters trust, inclusion, growth, and development for all.

Job Description

Salary: \$66,300 - \$70,000 Annually

Being part of the YMCA Afterschool staff team is a deeply rewarding job where you support children’s learning, help build strong connections, and have a positive impact on so many in your community. At Y Afterschool, we will create a safe and fun space for kids to learn and grow, lead creative activities, and help them develop valuable skills. This is an opportunity to make a real difference and gain invaluable leadership and interpersonal experience.

The McBurney YMCA is seeking a Program Director. Under the supervision of the Youth & Family Director, the Program Director serves as the strategic and operational leader for our Afterschool initiative. This multifaceted role requires a dynamic professional capable of

managing all aspects of a successful, holistic youth development program.

- **Team Leadership:** Supervising, mentoring, and leading a diverse staff team to deliver high-quality programming.
- **Program Excellence:** Designing, creating, and implementing engaging and impactful programming that meets the developmental needs of all participants.
- **Inclusion and Mental Wellness:** Prioritizing and integrating mental health support, case management, and social-emotional learning initiatives for both program participants and staff. Ensuring programming and day-to-day operations are welcoming to children of all abilities.
- **Operational Management:** Meticulously managing site budgets, ensuring fiscal responsibility, and maintaining compliance with all contractual agreements and reporting requirements.

Benefits:

The YMCA of Greater New York offers a variety of benefits to its staff members, including [retirement benefits](#), medical, paid time off, free YMCA membership, and more! Benefit eligibility is determined by an individual's employment status (i.e., full-time or part-time), tenure, and/or the number of hours scheduled to work. Click [here](#) for more information.

Responsibilities

- Direct programs serving the designated grade level band (K-5 or 6-8), ensuring all activities and services are age-appropriate and aligned with DYCD program requirements.
- Ensure programs and services are deeply integrated into the specific community we serve and meet the diverse needs of all community members.
- Develop and execute effective strategies for recruiting and retaining participants, aiming for consistently high attendance rates and sustained program engagement.
- Develop and utilize quantitative measures, quality monitoring tools, and external evaluations to demonstrate program effectiveness.
- Routinely analyze data and assessment results to identify trends, measure outcomes, and implement adjustments designed to continuously improve program quality and meet or exceed all established program goals.
- Successfully establish, maintain, and leverage connections with local community partners, public/private funders, and external evaluators to enhance program services, increase

resource availability, and ensure sustained program success.

- Foster and lead staff in the implementation of comprehensive mental wellness support for both participants and families. Provide mental wellness resources to kids and families, and ensure staff are well-trained to create a supportive environment and identify participants who may benefit from mental wellness support/referrals.
- Coordinate and implement a crisis plan to support various participant/family needs in conjunction with NYCPS school social workers, mental health staff, and external behavioral health providers.
- Oversee the selection of an evidence-based SEL curriculum that is adaptable to a dynamic after-school setting (COMPASS Elementary or SONYC). Ensure all SEL programming is deliberate and clearly defines the specific social and emotional competencies that staff seek to develop in participants.
- Manage the program budget, order all supplies in a timely manner, and track all expenses using the tools provided.
- Recruit and retain a strong staff team with diverse abilities and backgrounds. Team skills and schedules must ensure that all aspects of the COMPASS program are delivered with an outstanding level of program quality.
- Cultivate and maintain strong, collaborative working relationships with host school administration and staff.
- Proactively coordinate and discuss planned activity schedules, particularly those related to STEAM and Literacy initiatives, to ensure alignment and integration with the host school's academic goals.
- Maintain accurate program documentation as required by the Office of Children and Family Services (OCFS), Department of Health (DOH), Department of Youth & Community Development (DYCD), and YMCA of Greater New York.
- Understand and communicate the YMCA's core values and the goals of the Y Afterschool Program to participants and caregivers.
- Develop and maintain positive relationships with parents/guardians and caregivers through regular communication regarding their child's strengths and areas for growth. Manage communications regarding injuries or incidents, as needed.
- Actively participate in training sessions, designated meetings, and special events.
- Adhere to all Office of Children and Family Services (OCFS), Department of Health (DOH), YMCA of Greater New York, school partner, and funder standards, expectations, and regulations.

Qualifications

- **Must have one (1) of the following:**
 - Associate's Degree in Child Development, Elementary Education, Physical Education, Recreation, or a related field;
 - A New York State Children's Program Administrator Credential;
 - A School-Age Child Care Credential or other Office-recognized credential specific to the school-age developmental period;
 - Two (2) years of college with 18 credits in Child Development, Elementary Education, Physical Education, Recreation, or a related field.
- Minimum of two (2) years of direct experience working with children under the age of 13.
- Minimum of one (1) year of experience in a supervisory capacity in a childcare program or related field of work.
- Current Pediatrics CPR or First Aid certification preferred.
- General knowledge of Microsoft Word, Excel, and PowerPoint.
- Strong interpersonal skills, leadership qualities, and comfortable working with diverse youth and adults.
- **Minimum Education Level:** Associate's Degree
- **Preferred Education Level:** Associate's Degree

Application Instructions

If you would like to be a member of our dynamic team, please complete our [online application](#) and submit your résumé and a thoughtful cover letter that explains your interest in the role and our organization.

Language Requirements

English