

GoodCitizen

TransitCenter
Managing Director, Programs and Impact
Location: Remote

About TransitCenter

TransitCenter is a private foundation that works to secure a more just and sustainable future with abundant public transportation options. To achieve our mission, and as we prepare to spend our endowment in the next 12 years, we need to build a movement working to transform how transportation is currently funded, and resources are spent.

TransitCenter's philanthropic work began in 2013, and in 2024, it completed a strategic planning process to position itself as a funder and play an active role in building capacity and the connective tissue that grows and helps shape the movement for abundant transit.

Our focus areas include:

- **Local power building:** Strengthen local organizing, mobilize key constituencies, and build a base for transit advocacy.
- **Broadening the stakeholders for transit:** To inform state and local work and bring in new allies
- **Mobilizing philanthropy:** To increase the philanthropic funding dedicated to transit
- **Narrative Change:** To shift the narrative so that many more people see transit as an essential service deserving of more funding

A Time of Transformation

As it moves forward with its spend-down strategy, TransitCenter is working to leave a legacy of a movement advocating for more abundant public transportation systems that continues to build power beyond its financial support. This approach allows the organization to accelerate transformative change by taking bold, focused actions to build the movement to transform transportation funding and spending. Its work prioritizes increasing access to transit, reducing environmental impacts, and addressing disparities in mobility, setting the stage for long-lasting benefits for communities with thriving states and metro areas with abundant public transit for all.

The Opportunity

The Managing Director of Programs and Impact (MDPI) plays a key role in shaping the direction of TransitCenter, working directly with the Executive Director (ED) to drive organizational strategy, lead program teams and grant-making, and ensure that the foundation's efforts are aligned with its long-term goals. This is a leadership position focused on operational excellence, team collaboration, and building partnerships for the movement.

In this role, you will manage day-to-day grant-making operations and supervise program directors and managers. You will also serve as a trusted advisor to the ED, guiding the strategic direction and ensuring that all programs and teams are working toward the same objectives. Your leadership will be essential in maintaining a balance between the vision set by the board and the ED and the practical execution of programs, particularly during a time of organizational change. Your ability to steer the organization through new strategic challenges and growth while ensuring operational stability will be key.

The Managing Director of Programs and Impact (MDPI) will actively connect strategy areas to organizational goals, identify potential allies, and bring them into our movement. In close partnership with the Executive Director the MDPI will build strategic partnerships and cultivate relationships that advance TransitCenter's mission.

We are Looking For

Mission and Values Alignment

- Commitment to TransitCenter's mission: Passionate about securing a just and sustainable future with abundant public transportation; recognition how transit is a true example of "multi-solving"—delivering benefits across climate, equity, and economic mobility.
- Excitement about contributing to a culture of impact and collaboration: Eager to join a team dedicated to growing the movement for abundant public transit and committed to outcomes that improve mobility for underserved populations.
- Comfort with ambitious goals and high expectations: Thrives in a results-oriented environment, where accountability and performance are essential for driving change.
- Commitment to equity and inclusivity: Understand how transit is essential to ensure communities' needs are met.

- Openness to feedback and continuous learning: Values direct communication, constructive feedback, and fostering a culture of growth, learning, and collaboration.

Key Responsibilities

Strategic and Operational Leadership

- Work closely with the Executive Director to set and implement annual and long-term strategic priorities, including integrating strategy areas into the overall strategic plan and engaging with the Board of Directors as needed.
- Oversee all grantmaking, ensuring alignment with grantmaking values, and operations in collaboration with an external consultant, while overseeing Directors/Managers responsible for budgeting and financial management within their strategy areas.
- Oversee change management initiatives, ensuring smooth organizational transitions and the ability to adapt to shifting priorities and external factors.
- Support the development and refinement of organizational structures and processes to maximize program impact and operational efficiency.
- Ensure clear communication and alignment across the organization and run agendas for internal team weekly and quarterly meetings.

Program Oversight & Organizational Impact

- Supervise and lead the Program Directors, ensuring alignment with TransitCenter's broader mission and strategic goals in the execution of program strategies, goals.
- Foster a high-performance, inclusive, and impact-driven team culture across all programs, building metrics for success.
- Lead and facilitate cross-cutting program coordination and strategic planning across programs, ensuring alignment with the organizational mission and goals. Strengthen visibility and communication across teams by ensuring alignment on work streams, deliverables, key milestones, and roles. Facilitate regular cross-team updates and coordination to enhance collaboration and prevent silos.
- Support the development and implementation of impact assessments and monitoring & evaluation (M&E) strategies to measure and optimize

program outcomes, ensuring alignment with organizational goals and continuous improvement.

Organizational Advocacy & Representation

- In close partnership with the Executive Director, build strategic partnerships and cultivate relationships that advance TransitCenter's mission.
- Identify potential allies and bring them into the movement.
- Serve as a champion for TransitCenter's mission, representing the organization externally and fostering enthusiasm for its work.
- Help position TransitCenter as a key resource for other funders and the broader field.

Ideal Candidate

The ideal candidate for this role will be a seasoned leader with a track record in nonprofit management, program development, and cross-functional team leadership. They will possess strategic thinking and be able to guide teams through both high-level visioning and practical execution. The ideal candidate should be adept at managing multiple complex initiatives simultaneously, have a deep understanding of the nonprofit and philanthropic sector, and be passionate about the mission and goals of TransitCenter. They must be skilled at balancing high-level strategy with detailed execution in daily operations and adept at navigating the interconnected worlds of campaigns and policy. Experience in campaign or movement-building, philanthropic grantmaking, policy communications, grassroots organizing, or advocacy is a plus.

Qualifications

- 5 to 10 years of experience in a senior leadership role, with a proven track record of overseeing program teams, strategic planning, and organizational development.
- Expertise in managing staff, ensuring clear accountability and effective execution.
- Proven experience overseeing budgets and financial management at an organizational or departmental level, including working with Directors/Managers who manage strategy area budgets.

- Strong business acumen with the ability to think organizationally and strategically, particularly in terms of change management and decision-making.
- Experience working with boards and stakeholders to drive meaningful impact and communications.
- Exceptional communication skills and the ability to work effectively in a remote team environment.

Location

TransitCenter offers flexibility in work schedules, supporting work-life balance while ensuring team collaboration across time zones. This is a remote role with flexibility to work from anywhere in the U.S., pending approval. Staff are expected to work eight hours a day, with availability between 9 AM and 6 PM Eastern Standard Time. Travel may be up to 20%, depending on organizational needs.

Salary & Benefits

The salary range for this position is \$190,000 - \$210,000. TransitCenter provides full-time staff with a competitive benefits package, including 100% employer-paid medical, dental, and vision care for both the employee and dependents; a 401(k) plan with a 5% employer contribution; 22 days of PTO per year; 80 hours of paid sick leave annually; paid parental and caregiver leave; transit commuting benefits up to \$250 per month; professional development reimbursement up to \$2,500 per year; and an Employee Assistance Program.

TransitCenter's EEO Statement

The TransitCenter is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other protected characteristic in its employment practices, including hiring, promotion, training, compensation, termination, or other terms and conditions of employment.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the [“Become a Candidate”](#) button.

Applicants applying by April 28, 2025, will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by TransitCenter to lead this search. For questions, please contact:

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