



Director of Programs, IL

Full-Time | Exempt

Trees Forever is seeking a strategic, relationship-driven Director of Programs in Illinois to lead programs that inspire environmental stewardship, expand sustainable practices, and strengthen communities across the state. This role provides visionary leadership, oversees a diverse portfolio of programs, and builds strong partnerships with communities, funders, local governments, and nonprofit collaborators. As a key member of the leadership team, the Director of Programs supervises staff across multiple locations and ensures high-quality program delivery aligned with organizational goals.

Key Responsibilities

- Lead the strategic development, implementation, and evaluation of statewide community programs to advance Trees Forever’s mission and sustainability goals.
- Build and strengthen partnerships with governments, nonprofits, utilities, corporations, and community groups to expand program reach and impact.
- Oversee program performance measurement, including collecting, analyzing, and reporting data to guide improvement and demonstrate results.
- Manage grants, contracts, budgets, and compliance requirements to support effective, accountable, and financially sound program delivery.
- Provide leadership and supervision to program staff across multiple locations, fostering collaboration, high performance, and alignment with organizational priorities.
- Represent Trees Forever at community events, public forums, and educational initiatives to promote visibility and statewide engagement.
- Support volunteer engagement and public education efforts that strengthen community participation and stewardship.

Qualifications & Skills

- Bachelor’s degree required; Master’s preferred.
- Proven experience leading teams and managing multi-site programs with strong decision-making and organizational skills.
- Strong communication abilities, including active listening, confident speaking, professional writing, and effective presentations with diverse audiences.
- Excellent interpersonal skills with the ability to build relationships with government agencies, nonprofits, utilities, corporations, and community partners.
- Relevant experience in program management, urban forestry, environmental sustainability, or community planning is highly valued.

Compensation

- Salary range: \$61,953 - \$86,640

Benefits

At Trees Forever, we value the people who make our mission possible. In addition to meaningful work that helps sustain our communities, we offer a comprehensive benefits package to support your health, well-being, and work-life balance:

- Medical insurance, including an HDHP option, plus dental and vision coverage
- Short-term and long-term disability insurance



- 403(b) retirement plan with up to 4% employer match
- Group life and accidental death & dismemberment (AD&D) insurance
- Flexible Spending Accounts (FSA) and Health Savings Account (HSA) options
- Paid Time Off (PTO), including 24 hours of Personal Time Off
- 11 paid holidays, plus two floating holidays

How to Apply

Qualified candidates should submit a cover letter, resume, references, **and salary requirements** to hire@treesforever.org. Applications will be accepted until the position is filled.

Equal Opportunity Statement

Trees Forever is an equal opportunity employer. We welcome applicants of all backgrounds and are committed to creating an inclusive, supportive workplace. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other protected characteristic under applicable law.