



**Job Title: Director of Adaptive Recovery Programs**

**Location: State of Arkansas / Remote**

**Reports to: Executive Director**

### **About Us**

Rally Point Nonprofit Council is a statewide network dedicated to supporting military personnel, veterans, first responders, and their families by strengthening the nonprofit organizations that serve them. Our mission vectors—collaboration, strengthen, mobilize, and prevail—guide our efforts to ensure nonprofit leaders have the resources, training, and advocacy they need to maximize their impact. Our website is [rallypointnc.org](http://rallypointnc.org).

### **Position Overview**

The Director of Adaptive Recovery Programs will lead RPNC's initiatives to promote post-traumatic growth (PTG) in partnership with the Boulder Crest Foundation. This role will focus on expanding access to Warrior PATHH and Struggle Well programs, ensuring a structured pathway for military personnel, veterans, and first responders to engage in life-changing recovery training.

Additionally, the Director will work toward developing Mobile Training Teams (MTTs) that bring the Struggle Well curriculum into first responder jurisdictions, ensuring frontline personnel have access to critical PTG training. This role requires strategic leadership, program development, partnership management, and training coordination to advance PTG principles nationwide.

### **Key Responsibilities**

**Program Development & Expansion:** Lead efforts to scale and sustain PTG initiatives, ensuring Warrior PATHH and Struggle Well programs reach a broader audience.

**Partnership Management:** Build and maintain strategic partnerships with the Boulder Crest Foundation to advance shared goals.

**Referral Pipeline Development:** Establish and manage a structured referral system to connect military personnel, veterans, and first responders with PTG programs.

**Training & Outreach:** Educate nonprofit leaders, policymakers, and RPNC stakeholders on the importance of PTG and the resources available through RPNC partnerships.

**Mobile Training Teams (MTTs):** Strategically plan for the development of MTTs to deliver Struggle Well training directly to first responder jurisdictions.

**Program Impact Assessment:** Implement data-driven tracking and evaluation systems to measure participant outcomes and continuously improve program effectiveness.

**Advocacy & Awareness:** Promote PTG principles within the Rally Point network, first responder agencies, and military-affiliated organizations to reinforce the importance of adaptive recovery.

**Mission Integration:** Collaborate with other RPNC directors to ensure that PTG principles are integrated across all mission vectors—Collaboration, Strengthen, Mobilize, and Prevail—aligning efforts to maximize impact and organizational cohesion.

### **Qualifications & Experience**

**Education:** Bachelor's degree in Psychology, Social Work, Organizational Leadership, Public Administration, or a related field (Master's preferred).

**Experience:** Minimum 5 years of experience in program development, nonprofit leadership, mental health advocacy, or military/first responder training.

**PTG Expertise:** Warrior PATHH alumni required with a strong understanding of post-traumatic growth (PTG), and familiarity with the Struggle Well program.

**Strategic Partnership Development:** Proven ability to build and sustain partnerships with nonprofits, government agencies, and community organizations.

**Leadership & Communication:** Exceptional project management, team leadership, and public speaking skills.

**Cultural Competency:** Deep understanding of military, veteran, and first responder communities, ensuring program relevance and accessibility.

### **Compliance Considerations**

**Privacy and Confidentiality:** PTG programs, particularly those involving mental health and trauma recovery, will often involve the collection of sensitive personal information. The Director must ensure compliance with Health Insurance Portability and Accountability Act (HIPAA) regulations when managing personally identifiable health information.

**Confidentiality Agreements:** Ensure all staff, contractors, and partners involved in PTG programming sign confidentiality agreements to protect client information and maintain the trust of participants in the programs.

**Adherence to Ethical Guidelines:** All participants in PTG programs must provide informed consent, which means they are fully aware of the program's nature, potential risks, and benefits before participating. The Director must ensure that clear consent forms are obtained, especially when dealing with vulnerable populations such as veterans, first responders, or trauma survivors.

**Participant Safety and Well-being:** Ethical responsibility extends to ensuring that PTG programming is safe, effective, and culturally competent. The Director should establish protocols for responding to any participant concerns, complaints, or emergencies during PTG training.

**Grant Reporting:** Many of RPNC's PTG programs may be funded through grants or donations. The Director will need to ensure that all grant funds are used appropriately and in line with the specified funding agreements. Accurate tracking of expenses and timely reporting will be essential to ensure compliance with donor requirements.

**Restricted Funds:** If PTG programming is funded by restricted donations or specific grants, the Director must ensure that the funds are used exclusively for their designated purposes, as required by the terms of the grant or donor agreement.

**Non-Discrimination Compliance:** The Director must ensure that PTG programs comply with non-discrimination laws, providing equal access to all individuals regardless of race, gender, sexual orientation, disability, or other protected categories. This includes making the program accessible to individuals with disabilities in accordance with the Americans with Disabilities Act (ADA).

**Data Collection and Reporting:** The Director must ensure that appropriate data is collected to evaluate the effectiveness of PTG programs. This data should be used for continuous improvement of the programs and to demonstrate their impact to funders and stakeholders.

**Outcome Tracking:** Compliance with any reporting requirements tied to federal or state funding will require rigorous tracking of participant outcomes and recovery milestones in the PTG programs. Regular evaluation helps assess whether the program is achieving its intended goals.

**Collaboration with Other RPNC Mission Vectors:** The Director of Adaptive Recovery Programs will need to collaborate closely with leaders in other mission vectors—such as Mobilize, Collaboration, and Strengthen—to ensure that PTG principles are integrated into all organizational efforts. This could include ensuring that PTG training and principles are incorporated into mobilization efforts or that data on PTG outcomes is shared to support broader community initiatives.

**Inter-Agency Coordination:** The Director will need to ensure that PTG programming is coordinated with other organizations or government entities involved in disaster response, veteran services, or first responder programs. This includes ensuring compliance with inter-agency agreements and collaboration standards.

### **How to Apply**

Please submit your resume and cover letter outlining your qualifications and fit for the role to [jeff@rallypointnc.org](mailto:jeff@rallypointnc.org).

**Rally Point Nonprofit Council is an equal opportunity employer.** We celebrate diversity and are committed to creating an inclusive environment for all employees.