



Summary: Stronger Families (SF) is on a mission to bring life-changing relationship skills to Military, Veteran, and First Responders, and their families, to help keep them strong and thriving at home, and at work.

Those who serve often miss special moments and sometimes, they spend months away from home. Others serve our communities daily and protect our streets and families while facing danger and witnessing multiple traumas. This uncertainty requires a high demand on them mentally, emotionally, and physically. PTSD, suicide, mental health, substance abuse, and physical struggles due to stress are all very real potential risks to those who serve. These jobs have high demands with immense stress that take a toll on heroes and their families. They risk everything to keep us safe and all too often, they lack the training, support, and tools to ensure their relationships thrive amidst the stress and demands of a life of service. We are bridging the gap between home and work and helping those who serve have stronger relationships.

Stronger Families has served over 90,000 + families in 45 states, on 76 Military installations, and in 11 countries.

As a member of the Stronger Families team, you will join a fast-paced dynamic group that is deeply committed to this mission and to excellence in all that we do. We value innovation, agility, compassion, and hard work while having fun doing it.

We are proud to offer a competitive salary and benefits, matching 401k, a remote work policy, and professional development opportunities. Stronger Families is an Equal Opportunity Employer. Individuals from all backgrounds are encouraged to apply. Join our team and utilize your skills and expertise to change lives.

Job Title: Director of First Responders

Status: Exempt; Salary

Location: Remote/Travel is required; up to 30-40%

Reports To: CEO

Direct Reports: **Program Coordinator** Assistant (to be hired by Director of First Responders and Senior Program Coordinator)

Job Summary: This key role will lead our efforts to significantly expand and diversify our reach and impact in the First Responder community, which includes but not limited to law enforcement, fire, dispatch, corrections, and EMT communities. While a primary contributor to driving profitability at SF, the leadership position will pioneer new strategies, marketing, and engagement to deliver programs and services to meet the unique needs of this hero community. This is a highly relational role with a great degree of strategy and execution required. Strong

customer service skills and follow-through. Able to multi-task, track contacts, follow up, and continue to bring in new leads and connections. This person will work closely with other Executives to define short- and long-term goals and strategies and then develop relationships and connections with internal and external stakeholders to expand on these company goals with clear KPIs and tracking.

Responsibilities:

- **BUSINESS DEVELOPMENT**
 - FR Agency/City Contracts: Responsible for securing \$250,000-500,000 in contracts (Year 1); \$500,000-\$1M (Year 2).
 - FR Retreats: Increase the partnership model to offer 5-10 new retreats (Year 1); 10-20 new retreats (Year 2) OXYGEN couple retreats through a shared expense model. 30% of expenses would be SF / 70% would be Department/Agency/Union/ORG.

- **BUILD STRATEGIC RELATIONSHIPS AND NETWORKS:**
 - **Network:** Identify, cultivate, engage, and retain national relationships with First Responder community leadership, introducing SF Wellness & Couples programs and services to stakeholders and potential partners. Be a spokesperson for the organization. Attending Stronger Families events and speaking at events as needed as a representative of the organization.
 - **Identify Mission-Aligned Partners:** Identify, recruit, and equip agencies/departments within the First Responder community with SF Certified Faciliator Train-the-Trainer program.
 - **Create Advisory Council:** In partnership with SF President & CEO, recruit, retain, diversify, and strengthen our First Responder Advisory Council, activating tangible contributions to profitability and impact.
 - **Implement localized Ambassadors** within states that programming exists or that are targeted in strategic plan
 - **Support SF events:** As a member of the team, you will at times collaborate with other SF contractors and team members to support the organization's fundraising events and efforts i.e. event support, making donor calls, presenting at engagement opportunities

- **STRATEGIC PLAN:**
 - Develop strategic plan for the next phase of the initiative (2025-2027).
 - Validate and implement a state-wide model to impact First Responders (Retreat -> Wellness Training -> Wellness Certification -> Localized Leadership)
 - Help identify funding opportunities through donors, grants, or foundations and work in partnership with the Development team

- **TRAINING**
 - Pitch and close on delivering OXYGEN Wellness, Couples, and Train-The-Trainer programs nationally.

- In partnership with SF leadership, design and deploy new curriculum and delivery strategies for First Responders.
- Become trained in the OXYGEN program and step in where necessary to facilitate and present

Education:

- Bachelor of Arts Preferred, but not required

Skills & Experience:

- Former First Responder with 10+ years experience
- Self-starter, passion for training, engaging decision-makers with SF programs, and evangelizing the mission
- Outstanding written and verbal communication and interpersonal skills
- Excellent speaker and able to share with vulnerability and heart
- Natural ability to represent Stronger Families in the community with an exceptional level of professionalism and poise under pressure
- Strong attention to detail and excellent organizational skills
- High level of proficiency in project management, data reporting, and analysis
- Proven ability to independently, effectively, and concurrently manage multiple projects
- Proven ability to manage an online database management system with precision and mastery
- Demonstrates familiarity working in a fast-paced and dynamic work environment prioritizing wisely to meet deadlines and high expectations
- Capacity to anticipate project needs and align resources proactively to mitigate challenges and shortfalls
- Sales background: An understanding of how to sell, manage, and move leads through a CRM platform; familiar with the sales cycle and cold and warm leads and how to convert to close
- Team player with commitment to communicate and put the mission first

Requirements:

- **Valid Driver's License and Passport for travel required**

Compensation & Benefits:

Stronger Families is proud to offer a competitive salary, dependent upon qualifications and experience. We also offer an excellent benefits package and numerous paid holidays off each year, remote work policy, as well as 100% employer paid medical, dental, cell phone stipend, and professional development opportunities for conferences, trainings, books etc.