



Green City Market: Director of Programs

Who We Are

Green City Market is building a resilient local food system rooted in farmer support, edible education, and food access for all. We uplift small and sustainable farms, teach Chicagoans where their food comes from, and ensure every community, regardless of income, can access fresh, locally grown food. Our farmers, chefs, educators, neighbors, and donors are all part of this movement. Together, we are proving that a vibrant local marketplace can nourish people, support the planet, and strengthen the regional economy.

The Role (Purpose)

The Programs Director is a mid-senior leader who helps bring GCM's mission to life through collaboration, coordination, and care. This role works hand in hand with program managers, market teams, and community partners across every GCM site, including our outdoor markets and brick-and-mortar home, to strengthen the systems, communication, and relationships that make our programs thrive.

The Director provides guidance, structure, and support across GCM's core program areas, ensuring that every initiative is delivered with consistency, creativity, and alignment to our values. They balance strategy and hands-on leadership, spending time on-site alongside staff, volunteers, farmers, and chefs to turn ideas into action.

Current Core Program Areas

- Farmer Support & Market Operations
- Food Access (GCM For All / SNAP + Link Match, & Food Recovery)
- Edible Education (Youth & Intergenerational Learning)
- Culinary Partnerships (Chef Demonstrations & Activations)
- Volunteer Engagement & Community Partnerships

What Success Looks Like

- Farmers, vendors, volunteers and chefs feel supported, informed, and valued as partners.
- Programs and volunteer managers are empowered to lead confidently, with clear communication and shared accountability.
- Markets and programs run smoothly and safely, even during peak seasons, unexpected challenges, and weather conditions.
- Food access services are welcoming, efficient, and delivered with dignity.



- Education, culinary, and community activations are consistent, high-quality, and mission-aligned.
- Collaboration and communication across departments are strong, building a unified and resilient GCM team.

Key Responsibilities

Program Leadership & Coordination

- Provide leadership and oversight across all GCM program areas.
- Support program planning, alignment, and continuous improvement.
- Develop and monitor program evaluation and impact reporting practices.
- Ensure program budgets align with organizational goals and funding requirements.

Cross-Team Collaboration

- Partner with program managers to support effective implementation and shared accountability.
- Collaborate with Operations, Development, and Communications to align programs with fundraising, storytelling, and organizational priorities.
- Support consistency in policies, procedures, and safety practices across programs.

Market and Community Presence

- Maintain regular on-site presence at markets, events, and activations.
- Support safe, welcoming environments for staff, volunteers, farmers, and shoppers.
- Strengthen relationships with farmers, chefs, volunteers, and community partners.

Note: These responsibilities describe the general scope of the role and are not intended to be exhaustive. The position will evolve as programs grow and the permanent location.

Team Leadership & Collaboration

- Provide coaching, structure, and consistent support for program managers and team members.
- Foster a collaborative, solution-oriented culture that encourages open communication and shared leadership.



- Serve on GCM's Market Stewardship Committee of the Board, offering program updates, insights, and recommendations while uplifting staff perspectives.
- Collaborate cross-departmentally with Development, Communications, and Operations to align program goals with fundraising, storytelling, budgeting and operational priorities.
- Support consistency in policies, procedures, and safety practices across all program areas through shared accountability and teamwork.

Note: These responsibilities cover the core scope of the role but are not exhaustive. The position will evolve as programs grow.

This Role Is Well-Suited for Someone Who...

- Leads with steadiness, respect, and clear communication.
- Values collaboration, feedback, and partnership across teams.
- Enjoys early mornings, outdoor environments, and the dynamic pace of markets.
- Adapts calmly during high-volume days or changing conditions.
- Balances structure and accountability with empathy and flexibility.
- Understands that access to fresh, local food is a basic right shared by all communities.

Qualifications

- Minimum 3 years of successful experience in nonprofit program leadership with supervisory responsibilities, preferably within food systems or nonprofit settings.
- Experience in food access, agriculture, culinary partnerships, or education programs strongly preferred.
- Strong communication and relationship-building skills, with the ability to work effectively across diverse communities.
- Bilingual or multilingual skills (for example: Russian, Polish, Spanish, Mandarin, Cantonese) are a plus but not required
- Ability to lift 50lbs, stand for long periods of time and excitement to work outdoors in a variety of weather conditions
- Proficiency in using computer and cloud-based tools (Google Suite, Slack, PC and Mac OS)

Compensation & Structure

Position Type: Full-time, Exempt

Salary Range: \$75,000 – \$85,000

Schedule: Primarily Tuesday–Saturday, with early mornings required during market season (typically 4:30 AM–2 PM on Wednesdays and Saturdays). Regular presence at markets, events, and occasional evenings/weekends are expected.



Work Environment: Flexible work environment offering occasional work from home, and required in-office. Current locations are our storefront at 2457 W Montrose Ave Chicago IL 60618. Our office: 3057 N Rockwell St Building 6 Floor 2, Chicago, IL 60618. Outdoor Markets located at Lincoln Park, 1817 N Clark St Chicago, IL 60614; West Loop: Mary Bartelme Park, 900 W Monroe St Chicago, IL 60607

Reports to: Executive Director

Direct Reports: Programs Team

Paid Time Off: 20 vacation days, 10 floating holidays, 10 sick days, plus annual year-end 15-day office closure

Benefits: 85% Employer Paid Medical, dental, and vision insurance ; 401(k) with employer match; monthly mobile stipend; professional development support

Equal Opportunity Statement

Green City Market is an equal opportunity employer and is committed to building a team that reflects the diversity of our community. We encourage candidates of all backgrounds, identities, and experiences to apply. We celebrate diversity and are dedicated to creating an inclusive environment where all employees feel valued, respected, and supported.

Employment Disclaimer

This job description is intended to describe the general nature of the role and does not constitute an employment contract.