



MOUNT MADONNA

445 Summit Road, Watsonville, CA 95076 · (408) 847-0406 · MountMadonna.org

PROGRAM DIRECTOR

Experience creative self-expression and rich connections in an environment where heart and meaning are a part of everyday life! Mount Madonna Center is offering a unique opportunity for an inspired and motivated individual interested in serving within a renowned retreat center and multigenerational intentional yoga community situated on 380 acres of beautiful redwoods, rolling meadows, and scenic vistas overlooking the Monterey Bay.

Mount Madonna is a center for learning that offers practices for living for the sincere seekers, thought leaders, retreat goers, teachers and students who desire an experience at the source. Since 1978, we have been honored to host both luminaries and practitioners in spiritual and religious traditions, artistic endeavors, social justice, and conscious business, among many others. Our residential community of practice and related activities have been inspired by the yoga teachings and example of master yogi Baba Hari Dass.

Mount Madonna is committed to diversity, equity, inclusion, and belonging and strives to create a culture that empowers and supports individuals to bring their full and authentic self to the workplace.

We look forward to hearing from you!

TITLE: Program Director

POSITION TYPE: Full time

LOCATION: Mount Madonna Center, 445 Summit Road, Watsonville, CA 95076

RATE OF PAY: Salaried, \$70,000 to \$80,000 per year, depending on experience

REPORTS TO: Executive Director (will transition to reporting to a Chief Learning Officer when that position is filled)

WORK ARRANGEMENT: Residency available, details below

POSITION SUMMARY

The Program Director leads the development and stewardship of Mount Madonna's sponsored programming, maintaining coherence across interconnected initiatives and ensuring all programs remain rooted in the lineage teachings of Baba Hari Dass. Joining during a department-building phase, the Director will work closely with executive leadership to establish the structures, partnerships, and culture of this newly formed department, creating a coherent, spiritually grounded educational identity across Mount Madonna's offerings.

CORE RESPONSIBILITIES

Departmental Leadership and Strategy

- Establish departmental priorities, goals, and metrics in alignment with Mount Madonna's mission and five-year vision
- Build and manage a team of program coordinators, faculty, and support staff
- Develop and oversee the department's annual budget, with careful attention to feasibility and financial sustainability
- Report regularly to Leadership on program performance, financial health, and emerging opportunities

Core Program Stewardship

- Set strategic direction for the department's existing signature programming
- Supervise program coordinators and support faculty development
- Hold accountability for enrollment, participant experience, and program outcomes
- Ensure all programs remain rooted in the teachings of Baba Hari Dass

New Program Development & Curriculum Innovation

- Lead the design and launch of new program offerings, such as immersive retreats, weekend workshops, interdisciplinary programs

with Temple and other resident faculty, and online or hybrid extensions of Mount Madonna's educational reach, continuing and evolving current programming while innovating new content and formats to meet the needs of contemporary society.

Accreditation and Academic Standards

- Maintain compliance with relevant accrediting bodies, lead accreditation strategy as programs develop, and advise executive leadership on strategic accreditation decisions.

QUALIFICATIONS & SKILLS

Qualifications:

- Deep personal commitment to the lineage teachings of Baba Hari Dass and the traditions of Yoga and Ayurveda
- 7–10 years of experience in educational leadership, program development, or organizational management in a spiritual, wellness, or nonprofit context
- Demonstrated success building and leading cohesive, dynamic teams
- Experience developing and managing departmental budgets
- Strong strategic and design thinking and excellent communication skills
- RYT-500 through Yoga Alliance; formal Ayurveda training preferred
- Familiarity with Yoga Alliance, IAYT, and/or NAMA accreditation preferred
- Experience in residential or retreat-based educational settings preferred

Skills:

- Strategic Program Design & Innovation
 - Accreditation & Compliance Strategy
 - Familiarity with Learning Management Systems (LMS) — e.g., Canvas, Teachable, Populi; Google Suite / Workspace; Retreat Guru; Video Conferencing & Hybrid Delivery Tools; Monday.com
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RESIDENCY AVAILABLE: This position offers the opportunity to reside in a Yoga community in beautiful natural surroundings. Residency includes housing, meals, and a modest monthly activity fee based on the total number of hours contributed. Those interested in joining our multigenerational residential community would be open to living in an intentional yoga community and engaging with others in a positive way. We ask everyone to abide by the vegetarian guidelines while on the property. More details about the residential agreement will be provided during the interview. While we prefer this staff member be residential, the role may be available for daily commute.

BENEFITS:

- Company-paid medical insurance after two months of employment. Options for self-paid dental and vision also available.
- Paid vacation accrues at one day per month, increases with longevity
- Paid sick time up to 12 days per year
- Employee Sponsored Retirement Savings Plan after 3 months of employment
- Employees who commute receive one meal per day while working onsite and reduced pricing on lodging when work-related
- Reduced rates on wellness treatments and other retail services
- Access to:
 - Meditation, *asana* (postures), and Yoga philosophy classes
 - Walking/hiking trails with broad vistas, redwood forests, ponds, and wildlife
 - Seasonal retreats and programs
 - Community events
 - Cafe and bookstore
 - Community garden and chickens
 - Hot tub

APPLICATION: Send your resume and cover letter to work@mountmadonna.org

The Hanuman Fellowship dba Mount Madonna Center maintains a policy of providing equal opportunity in all aspects of employment. It is the policy of Hanuman Fellowship to ensure:

a) Equal employment opportunity for all persons regardless of race, color, religion, age, disability, national origin, creed, gender, gender identity, sexual orientation or any other non-merit factor.

b) Equal treatment, including but not limited to recruitment, hiring, promotion, discipline, compensation, assignment, benefits, training, furloughs and rehiring.