Director of Grants and Programs

Position Profile

About Southeast Crescent Regional Commission (SCRC)

The Southeast Crescent Regional Commission (SCRC) is one of several federal regional commissions designed to address economic distress and regional inequality in seven states: Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Virginia. Serving 428 counties, SCRC invests in the region's economic development through grant programs, conducting research, and creating income-producing opportunities – all to help communities address economic disparity and advance prosperity, rising above persistent poverty and limited infrastructure.

SCRC primarily operates through grant programs and cooperative agreements, to include the State Economic and Infrastructure Development (SEID) program. SEID grants fund projects led by local governments, nonprofits, and other community organizations. The Commission is led by a Federal Co-Chairperson (appointed by the President and confirmed by Congress) and Governors from the participating states. SCRC became fully operational in 2022 after leadership was established.

SCRC plays an important role in reducing regional disparities, supporting long-term economic growth, and helping communities in the Southeast become more competitive and resilient.

MISSION

SCRC's mission is to help create jobs, build communities, and improve the lives of those who reside in the 428 counties of the seven-state region. To achieve this, SCRC works to:

- Create jobs and support business development
- Improve infrastructure (such as water systems, transportation, and broadband)
- Expand access to healthcare and essential services, and
- Strengthen workforce training and education opportunities

FOCUS AREAS

Critical Infrastructure: Expanding water, sewer, and transportation systems. Over 40% of SEID grants target basic infrastructure.

Workforce Development: Preparing workers for high-demand careers through training programs and community college partnerships.

Business & Economic Growth: Supporting entrepreneurs with capital access, technical assistance, and catalytic investment.

Health & Community Resilience: Expanding access to healthcare, housing, and environmental resources.

INVESTMENT METRICS

137 Total Projects
$53.34M SCRC Awards
$99.9M Matching Funds
$102.5M Total Project Costs

POSITION SUMMARY

The Director of Grants and Programs is responsible for the strategic leadership, design, and execution of SCRC's grant programs and portfolio. This role oversees the full lifecycle of grantmaking activities, ensuring alignment with Commission priorities, compliance with federal requirements, and measurable impact across the region.

The Director serves as a senior leader responsible for establishing programming strategy, building and managing internal systems, and leading a team accountable for grant administration, compliance, and performance. This position requires sound judgment, operational discipline, and the ability to translate policy and funding priorities into effective, scalable programs.

The role requires a high level of trust, sound judgment, and ethical decision-making. The Director must be comfortable operating in a dynamic environment with evolving priorities, applying strong analytical skills and a practical understanding of program delivery to guide decisions. Success in this role requires the ability to lead people effectively, including addressing performance issues directly and constructively.

KEY RESPONSIBILITIES

Programming Strategy and Development

- Lead the design, development, and refinement of SCRC grant programs in alignment with statutory requirements and Commission priorities.
- Establish program goals, performance metrics, and evaluation frameworks to assess impact and inform decision-making.
- Identify opportunities to strengthen program effectiveness, expand reach, and improve accessibility across the region.
- Develop policies, procedures, and guidance governing program implementation and grant

administration.

• Apply a strong understanding of program delivery to ensure programs are practical, executable, and aligned with intended outcomes.

• Advise Executive Director on program strategy, risks, and opportunities.

Grant Portfolio Oversight

• Direct the full lifecycle of the grant portfolio, from program design and application through award, monitoring, and closeout.

• Ensure consistent and effective administration of grant programs across all projects.

• Establish and maintain systems to track project performance, timelines, and outcomes.

• Ensure program activities align with approved scopes of work, timelines, and funding requirements.

• Monitor portfolio-level risks and intervene as needed to ensure successful project execution and completion.

Compliance and Monitoring

• Ensure compliance with applicable federal requirements, including 2 CFR Part 200 and related guidance.

• Direct monitoring and compliance activities across the grant portfolio, including review of reporting, reimbursements, and project performance.

• Establish and maintain internal controls and processes to ensure consistency, transparency, and accountability.

• Identify compliance risks and implement corrective actions as needed.

• Serve as the primary escalation point for complex compliance or programmatic issues.

Financial and Operational Coordination

• Coordinate closely with the Finance team to ensure alignment between programmatic and financial activities.

• Oversee review of budgets, reimbursement requests, and financial documentation for consistency with program requirements.

• Ensure expenditures align with approved grant agreements and program objectives.

• Resolve issues related to funding, payments, and financial reporting in coordination with internal stakeholders.

Team Leadership and People Management

• Lead, manage, and develop the grants and programs team.

• Establish clear performance expectations, accountability measures, and workflows.

• Coach, mentor, and hold staff accountable, addressing performance issues directly and constructively.

• Oversee staffing, hiring, and professional development within the department.

• Establish and oversee training and onboarding approaches to build team capability in grant administration, compliance, and program delivery.

• Foster a culture of ownership, continuous improvement, and accountability.

Cross-Functional Coordination

• Serve as a primary point of contact for state partners, grantees, and external stakeholders.

• Provide technical assistance and guidance to applicants and awardees throughout the grant lifecycle, in addition to Local Development Districts (LDDs).

• Represent SCRC at meetings, events, and engagements across the region.

• Support clear communication of program priorities, expectations, and results.

Performance, Reporting, and Continuous Improvement

• Oversee development of program reporting, including performance metrics and outcome tracking.

• Analyze program data to assess effectiveness, identify risks, and inform decision-making.

• Support audits, monitoring reviews, and external reporting requirements.

• Continuously evaluate and refine internal processes to improve efficiency, consistency, and program execution.

PERFORMANCE EXPECTATIONS

Within the first 12 months, the Director of Grants and Programs is expected to:

• Assess existing program structures, processes, and controls, and refine them to improve clarity, consistency, and effectiveness.

• Identify gaps in current procedures and implement targeted improvements where needed.

• Effectively manage and oversee the grant portfolio across all stages, ensuring alignment with program goals, timelines, and performance expectations.

• Maintain compliance with federal requirements and internal policies, strengthening controls and addressing risks proactively.

• Lead and develop a high-performing team with clear roles, expectations, and accountability, including addressing performance issues directly and constructively.

• Establish and strengthen onboarding and training approaches to ensure consistent execution across the team.

• Enhance existing systems for tracking program performance, outcomes, and risk, using data to inform decision-making.

• Operate effectively in a dynamic environment, applying sound judgment in conditions of uncertainty.

• Drive continuous improvement across program operations, with a focus on efficiency, consistency, and execution.

• Employees are expected to work collaboratively across departments and maintain a high level of professionalism when engaging with state partners, grantees, and federal agencies.

REQUIRED QUALIFICATIONS

Education and Experience

• Bachelor's degree in public administration, business administration, public policy, or related field (advanced degree preferred).

• Minimum 7–10 years of experience in grants management, program management, or a related field.

• Demonstrated experience leading teams and managing complex programs or portfolios.

Knowledge, Skills, and Abilities

• Strong knowledge of federal grant requirements, including 2 CFR Part 200.

• Experience developing or implementing policies, processes, or program frameworks.

• Experience with grant management systems or program tracking tools.

• Ability to interpret regulations and apply them to program operations.

• Strong analytical and decision-making skills.

• Ability to manage multiple priorities and operate effectively in a dynamic environment.

• Strong written and verbal communication skills, including the ability to engage with senior stakeholders.

The Director of Grants and Programs will report to the Executive Director and work out of the Columbia, SC office.

PREFERRED QUALIFICATIONS

• Master's degree in public administration, business administration, public policy, or related field (advanced degree preferred).

• Experience in economic development, community development, or regional program administration.

• Experience working with federal, state, or nonprofit grant programs.

• Demonstrated ability to improve processes and implement operational systems.

• Experience using data and technology, including emerging tools, to support program management and decision-making.

COMPENSATION

The salary range for this position is $98,400 - $105,400. The Commission offers comprehensive benefits to complement the salary provided to staff.

TO APPLY

Interested candidates should apply through FGP at www.fgp.com/jobs/director-of-grants-and-programs-53615/. Applications will be reviewed upon receipt by the FGP team until Monday, November 16, 2026. Candidates must meet the qualifications listed above to be considered.

Questions about the role may be directed to Christin Mack, Practice Lead, Public Sector, Nonprofit, and Community Impact Executive Search, at cmack@fgp.com.