



Program Manager - Entry-Level (Full-Time)

Nashville Urban Debate League (NUDL)

Nashville, TN (Hybrid - Remote + In-Person Programming)

About NUDL

The Nashville Urban Debate League (NUDL) is a nonprofit organization dedicated to expanding access to debate education for public school students across Nashville. Through after-school programs, monthly tournaments, and summer opportunities, NUDL empowers students to build critical thinking, confidence, and advocacy skills that prepare them for college and beyond. NUDL is in a period of rapid growth, expanding the number of students and schools served each year. This is an opportunity to join a small but ambitious team and play a meaningful role in shaping the future of debate and civic education in Nashville.

About the Role

NUDL is hiring a full-time Program Manager to support and help lead the organization's programming. This is an entry-level role designed for someone who is eager to take ownership, build relationships with schools and students, and grow into a leadership position over time. The Program Manager will work closely with the Executive Director to implement and expand NUDL's programming across high schools and middle schools. This role blends relationship-building, logistics, curriculum development, and on-the-ground program support.

What You'll Do

School & Coach Support

- Serve as the primary point of contact for a portfolio of NUDL partner schools
- Build relationships with coaches and support after-school debate practices as needed
- Help onboard new schools and support program expansion

Tournament & Event Operations

- Serve as Tournament Assistant at all NUDL tournaments (approximately one Saturday per month from September-March)
- Support logistics including registration, judge coordination/ training, and event execution



- Assist with workshops and other in-person programming

Program Ownership

- Lead NUDL's middle school pilot programming (launch, coordination, and growth)
- Support curriculum development for both middle and high school programming
- Help manage and guide the new Student Leadership Council

Volunteer Recruitment & Support

- Assist in recruiting, training, and coordinating volunteer judges
- Help ensure a positive and organized volunteer experience

Data & Impact Tracking

- Track student participation and program metrics
- Support survey distribution and collection (students and coaches)
- Help compile information for impact reports and grant reporting

Who You Are

- A recent graduate or early-career professional excited to work in education or nonprofit programming
- Highly organized and able to manage multiple moving pieces at once
- Strong communicator who can build relationships with students, teachers, and volunteers
- Comfortable taking initiative and working in a fast-paced, growing organization
- Detail-oriented with basic data skills (e.g., spreadsheets, tracking participation)
- Mission-driven and passionate about public education, with a commitment to expanding opportunities for young people

Logistics & Requirements

- Must be based in Nashville, TN or surrounding areas
- Hybrid role: remote work with required in-person attendance at monthly tournaments, workshops, and occasional school visits
- Must have access to a personal vehicle (mileage reimbursed)
- Willingness to work occasional evenings and weekends (especially for tournaments); time worked outside of standard hours is offset with flexible scheduling during the following week



- Interest in or familiarity with competitive debate is strongly preferred; candidates without prior experience should be excited to learn the activity quickly
 - Experience working with young people (e.g., teaching, coaching, mentoring, tutoring, camp counseling) strongly preferred
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Compensation & Benefits

- Salary: \$50,000-\$55,000
 - Flexible schedule outside of required programming
 - Unlimited PTO, with the expectation that staff are available for all pre-scheduled tournaments and major NUDL events
 - Significant mentorship and professional development from the Executive Director
 - Opportunity to shape and grow a high-impact nonprofit program
 - Monthly health stipend available to support the cost of individual health insurance coverage
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Why This Role

This is a unique opportunity to join a small, growing organization and take on meaningful responsibility from day one. The Program Manager will play a key role in expanding access to debate education in Nashville while gaining hands-on experience across all aspects of nonprofit programming.

Start Date

Target start date is August 1, 2026, with flexibility for the right candidate.

How to Apply

Please send a resume and brief cover letter to Starr Rhee at srhee@nashvilledebate.org

NUDL is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or veteran status.