



Independent Living Program (ILP) Director

Job Description

ORGANIZATION OVERVIEW

We believe all youth deserve the ability to live healthy, connected, and productive lives. At Beyond Emancipation (B:E), we provide a transformational environment and essential resources for transition-aged youth who have experience in foster care or probation placements to support their efforts to move toward independent adulthood. Under our unique partnership to operate Alameda County Social Services' Independent Living Program, we have the substantial advantage of engaging youth for an entire decade of their lives, from ages 14 to 24.

Founded in 1995, our program services include access to safe host and community housing, post-secondary educational supports, and one-on-one and small group coaching in the areas of life skills, health and wellness, and employment training. All programs are delivered using our signature youth-empowerment, strength-based coaching approach: “Creative, Connected, Resourceful, Whole”, created and adopted in 2010. This innovative and successful coaching model provides the information, skills, and supports that enable youth to build resiliency and take responsibility for their own planning and decisions, leading to long-lasting positive change.

POSITION OVERVIEW

Alameda County was one of the first counties in the state to develop an Independent Living Skills Program. In July 2016, after the transition of a provider in place for 20+ years, Beyond Emancipation became Alameda County's Independent Living Program (ILP) provider. The ILP program supports current foster youth ages 14-21, using our coaching model, to be better prepared to transition from foster care and to live healthy, productive and connected lives. Service modalities include 1:1 coaching and case management, educational workshops, ongoing groups and events. The program incorporates youth voice, as well as support and services from a wide variety of partners. Services are headquartered at Alameda County and B:E's current co- location in East Oakland with complementary services offered in South County.

This position offers a unique opportunity for a dynamic, creative individual with a proven track record in youth program development, program evaluation, staff team building and professional development, and cross-sector collaboration with partners in the fields of child welfare, juvenile probation, education and youth development. Reporting to B:E's Director of Programs and working in close collaboration with the Alameda County ILP staff, this is a full-time position. Currently, due to COVID-19 much of this work is remote. B:E plans to transition back into the office in 2021.



ESSENTIAL FUNCTIONS

Program Development and Oversight

- Strategize and develop programming to advance youth-centered programming – including events, workshops, ongoing groups and 1:1 coaching and case management – that utilizes best practices and supports participants to build skills and knowledge that lead to success in the realms of education, employment, housing, self-care and relationships/permanency.
- Oversee program development and service innovation initiatives for North and South County programming to strengthen the outreach, recruitment and strong youth engagement, retention and outcomes. Ensure that ILP services are provided from a strength-based, youth-centered, trauma-informed and culturally relevant perspective.
- Seek out, honor and promote the voice of foster youth, and probation youth in developing, delivering and improving services. Develop and nurture a youth leadership team to support outreach efforts and to integrate youth voice into program design and implementation.
- Produce timely and accurate monthly, quarterly and annual reports for Alameda County. Ensure that all ILP activities are documented and that program service data is accurately tracked. Lead ILP team in tracking youth and program outcomes and to actively use outcome data to build strong, evidenced-based services.

Program Leadership & Staff Development

- Active member of B:E's Management Team, comprised of Directors and Managers, to collaboratively advance the mission and vision of the organization, promote a healthy work culture/climate and ensure integrated and holistic services.
- Actively integrate coaching into the culture and services of the ILP program. Ensure and monitor coaching implementation and to track the effectiveness of B:E's coaching model.
- Collaborate with Alameda County ILP Coordinator around program design, evaluation, goals and objectives.
- Actively partner with the Impact and Learning Manager to track youth and program outcomes and to actively use outcome data to build strong, evidenced-based services.
- Manage the ILP program budget and partner with the development and finance team to expand financial and in-kind resources.
- Hire, orient, train, motivate, coach and develop ILP staff (team of 9+) and support their individual and team professional development. Support staff to set, track and meet meaningful and achievable goals and comply with contract and reporting requirements.

Partnership Development

- Steward partnerships and develop agreements with organizations and individuals that result in engaging, relevant and impactful programming for ILP participants. Represent ILP in various networks, community conversations and forums.
- Seek out, honor and promote feedback and input from individuals and organizations that support foster youth in developing, delivering and improving services.



- Work with staff and Alameda County to design and implement effective systems that support accountability, alignment, and effective collaboration.

QUALIFICATIONS

- Strong commitment to B:E's and the ILP Program's mission with professional and/or lived experience of the challenges facing foster and probation youth ages 14-21.
- A minimum of 5 years' experience in program leadership providing direct services ideally to foster youth or similar populations who have experienced instability and trauma.
- Experience integrating program evaluation and data collection into program development and service delivery.
- Experience designing outreach and implementing instructional, inspirational, and transformational programming and services for with a strong focus on program outcomes and impact.
- Significant experience supervising 5 or more direct service staff and the ability to coach and inspire team members towards the achievement of shared goals and objectives.
- A high level of self-awareness, cultural competence and emotional intelligence; a leader who sees value in every person and communicates respect and encouragement to people at all levels.

COMPENSATION

This is a full time, exempt, salaried position. The ILP Director schedule will include evening and some weekend hours. Salary range is \$77,000 - \$87,000. Benefits are generous with fully paid employee health and dental insurance and 80% dependent coverage. Paid time off includes vacation, sick and personal days as well as holidays. Voluntary vision and retirement plans are also available.

EQUAL OPPORTUNITY

We recognize that in order to better serve our clients we need to continue to build an organization that supports, understands and lives diversity, equity, inclusion, and belonging - in our staffing and in our values. Our commitment to a coaching model is a step towards building a supportive community and we encourage diverse candidates with potential to be leaders in integrating our work and values to transform the lives of our clients. B:E is an equal opportunity employer, and we seek to develop a diverse workforce.

HOW TO APPLY

To apply, please send a resume and a cover letter outlining your interest, qualifications, and how you learned of the position to the following email: hiring@beyondemancipation.org We plan to move this hiring process along quickly so please submit your materials as soon as possible.