



Impact Director

Job Description

Are you ready to have a profound impact on the lives of foster youth in Oakland? Are you an experienced youth development professional excited to collaborate with a team committed to social justice? Are you motivated by the opportunity to provide transformative support for youth aging out of foster care? If so, this unique position may be right for you!

B:E is looking for a candidate with a very broad skillset, and encourage you to apply even if you check some but not all the boxes. We look forward to hearing from you!

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-age 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" (CCRW) - 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

The Impact Director role is a new position directly connected to our strategic plan where we will prioritize capacity building efforts for long-term organizational sustainability and larger-scale impact. For us, "larger-scale impact" means "no foster youth left behind" by supporting all 200+ youth that emancipate from the foster care system each year in Alameda County ready for adulthood. To reach this goal, the plan includes three organizational priorities: strengthen internal capacity and infrastructure (internal work), enhance programs and services (youth-focused), and increase involvement in social justice efforts and systems change (external work). This position will play a critical role in developing and implementing strategies that support these goals.

B:E is seeking an experienced leader to oversee the design, implementation, and evaluation of our service delivery approach in the following key areas: coaching, trauma-informed care, and social justice. B:E seeks a multi-talented leader with lived and/or professional experience in the child welfare system. The Impact Director will ensure inclusive, data-driven service delivery and will oversee B:E's MSW intern program, our proprietary CCRW strengths-based coaching framework, and our impact on transition-age youth (TAY).



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, programming, and in our values. Our commitment to our CCRW coaching framework is a step towards building a supportive community. B:E is an equal opportunity employer, and we seek to develop a diverse workforce. We strongly encourage diverse candidates apply.

ESSENTIAL FUNCTIONS

Embed Coaching, Trauma Informed Care, and Social Justice in Service Delivery

- Oversee B:E's approach to service delivery (coaching, trauma-informed care, and social justice) through creating and refining processes, training and developing staff, and evaluating program implementation and impact.
- Coordinate efforts with Director of Programs and Division Managers to ensure that coaching, trauma informed care, and social justice are embedded into program design and delivery throughout organization.
- Actively include the voice and expertise of current and former foster and probation youth in service delivery design and implementation.
- Deliver staff training and development to support the implementation of B:E's service delivery approach and vision.
- Partner with B:E's coaching team to plan and implement monthly coaching clinics and other forums that promote ongoing skill building around the approach and the coaching culture.
- Ensure that coaching, trauma informed care, and social justice are embedded in the organizational culture, policies, practices, and management style.
- Represent B:E as a child welfare expert, supporting policy and advocacy for TAY.
- Generate revenue through external training and coaching for emancipation support services.

Oversee Impact and Program Evaluation

- Supervise the Data and Learning function to support streamlined implementation and continuous improvement of B:E's data-driven service delivery.
- Oversee impact outcomes, measurement, and reporting.

Clinical and Mental Health Supervision

- Manage MSW Intern program (and 2-4 MSW interns) and Community Care License (CCL) compliance.
- Provide clinical supervision for MSW interns.

QUALIFICATIONS

- Lived and/or professional experience working with transition age youth or similar system-impacted populations.
- MSW or other similar master's degree.
- Expertise in child welfare.
- Coaching certification or significant coaching facilitation experience.
- Program management experience.
- Program evaluation, program impact, and data management experience.



- Clinical supervision experience.
- Experience with group facilitation and training.
- Outstanding communicator (verbal and written) with an aptitude for public speaking, training and partnership building.
- Experience managing multiple staff.

COMPENSATION

This is a full time, exempt, salaried position. Salary range is \$75,000 to \$92,000. Benefits are generous, with 80% paid employee health and dental insurance and 50% dependent coverage. Paid time off includes vacation, sick, and wellness days, as well as holidays. Voluntary vision and retirement plans are also available.

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, with 'Impact Director' in the subject line. We plan to move this hiring process along quickly so please submit your materials as soon as possible.