



## Independent Living Program (ILP) Director

*Are you passionate about making an impact on the lives of foster youth in Oakland? And growing your expertise by collaborating with a team committed to social justice? If so, Beyond Emancipation (B:E) is looking for you!*

### ABOUT B:E

B:E's mission is to support young people as they imagine and create their own life beyond foster care. Through B:E's innovative coaching model, youth discover their own potential, take responsibility for their own decisions, and plan their futures with the support of an adult who follows their lead. B:E provides a transformational environment for transition age youth, offering programs that include access to safe housing, educational supports, and coaching in the areas of life skills, health and wellness, and employment training.

B:E's core values are at the heart of everything we do, and we look for individuals who share our commitments:

- **YOUTH-CENTERED:** We put youth first.
- **EQUITY:** We are committed to leveling the playing field.
- **TRANSFORMATION:** We are agents of change.
- **COMMUNITY:** We are in this together.
- **CONTINUOUS LEARNING:** We strive for excellence.

### POSITION OVERVIEW

The ILP program supports current foster youth ages 14-21, 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. Services are headquartered in Oakland, serving Alameda County. This position offers a unique opportunity for a dynamic, experienced individual with a proven track record in youth program development, program evaluation, staff team building and professional 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.

### ESSENTIAL FUNCTIONS

#### Program Development and Oversight

- Oversee program development and service innovation initiatives for North and South County programming to strengthen outreach, recruitment, strong youth engagement, retention, and outcomes. Ensure that ILP services are provided from a strengths-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. Support Youth Council activities 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 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. Support ILP Manager with coach supervision and development to ensure that coaches are implementing B:E's coaching techniques and case management in their work.
- Collaborate with Alameda County ILP Coordinator around program design, evaluation, goals, and objectives.
- Actively partner with the Impact and Strategic Initiatives Director to track youth and program outcomes and to 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' relevant experience in program leadership ideally providing direct services 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.
- Extensive experience supervising 5 or more 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 starting salary range is \$85,607 to \$96,607. Benefits are generous, with 100% paid employee and 80% dependent medical care coverage. Dental coverage is 100% paid by B:E. Paid time off starts with 15 days of vacation (increasing over time), 12 days of sick leave, 4 wellness days, as well as 13 holidays. Voluntary vision, matched retirement (up to 3%), and pre-tax flexible spending accounts for medical and dependent care costs 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](mailto:hiring@beyondemancipation.org), with **ILP Director** in the subject line. We plan to move this hiring process along quickly so please submit your materials as soon as possible.

### **EQUAL OPPORTUNITY**

To better serve youth, B:E strives to build and strengthen a diverse organization, where every staff member is heard, valued, and supported to advance B:E's mission. B:E staff is majority people of color and many staff have lived experience in the foster care system. We are committed to living diversity, equity, inclusion, and belonging in our staffing, programming, and values. B:E is an equal opportunity employer, and we strongly encourage diverse candidates to apply.

### **HYBRID WORK ENVIRONMENT**

B:E is committed to the safety, wellness, and health of our staff. We offer a flexible hybrid work environment where staff can decide with their manager the best schedule and location of work, based on their personal needs and their role within the organization. Some B:E staff work in-person almost every day, and some work from home almost every day. Most staff work in-person 1-2 days per week.

### **VACCINATION AND TESTING POLICY**

B:E is committed to keeping staff and youth safe and promoting the health of our community. All B:E staff who work in-person participate in B:E's Vaccination and Testing Policy. Under this policy, staff choose to be fully vaccinated against COVID-19 or undergo regular COVID-19 testing. In addition, B:E complies with the county, state, and federal COVID-19 guidelines and policies through our comprehensive COVID Prevention Plan.