



## Managing Director of Programs Oakland, California (Hybrid)

### EXECUTIVE SUMMARY

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Founded in 1995, **Beyond Emancipation's (B:E)** mission is to support young people as they imagine and create their own life beyond foster care. B:E supports young people ages 14-26 through its innovative coaching model, in which 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 long-term support and 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 services are headquartered in Oakland, California and span the larger Bay Area.

Now with 34 staff and partnering with more than 400 youth each year, **B:E invites applications and nominations for the Managing Director of Programs.**

B:E's next Managing Director of Programs (Managing Director) is an experienced leader with a proven track record in program development, program evaluation, and staff development. A member of the Leadership Team, the Managing Director will hold overall strategic and operational responsibility for all program areas, which include Housing, Education and Career, Independent Living, and Data and Evaluation. They will act as an inspiring and collaborative leader to the departments and supervise 3+ directors and an administrative staff. The Managing Director will report to the Executive Director.

B:E's core values are at the heart of everything it does, and seeks individuals to join their team who share these 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.

### KEY RESPONSIBILITIES

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#### Programmatic Leadership and Operational Excellence

- Supervise and collaborate with Program Directors to develop clear goals and priorities and support them in achieving or exceeding them.
- Serve as a mentor and sounding board to Program Directors and their teams; maintain an "open door policy" encouraging input and feedback from staff.

- Ensure that services are consistently provided from a strengths-based, youth-centered, trauma-informed, and culturally-relevant perspective.
- Identify and support opportunities to enhance cross-programmatic work.
- Partner with Program Directors to lead the integration and application of B:E's *Creative Connected Resourceful and Whole* coaching model throughout all programs and services.
- Maintain the effectiveness of all B:E programs by ensuring they have the necessary culture, human resources, skills, processes, partnerships, infrastructure, and internal systems.
- Work with Program Managers, Program Directors, and the Director of Finance to monitor and report on progress of work plans and program budgets.
- Cultivate and maintain positive relationships with the diverse array of collaborative partners needed to support strong programs and outcomes.
- Anticipate and respond to changes in the external environment, such as peer nonprofit organizations, county agencies, consultants, educational institutions, philanthropy, and the community at large.
- Provide leadership and oversight of key community relationships such as Alameda County Social Services Agency, local housing authorities, and other community partners to ensure a strong, responsive, dynamic, and effective programmatic and contractual partnership.

#### **Staff Development and Team Building**

- Build on the strengths of staff members and promote their ability to grow and develop as leaders, empowering staff to participate in decisions that affect their work.
- Support the professional development of up to four direct reports as they work to cultivate the development of their teams.
- Promote cohesive teams that have a strong sense of purpose.
- Support staff to navigate crises and emergencies by modeling and coaching de-escalation and crisis intervention techniques.

#### **Programmatic Strategy, Evaluation, and Learning**

- Partner with the Impact and Data Team to evolve systems that track youth and program outcomes; ensure that all activities and data are tracked accurately and produce and analyze reports regularly.
- Assess the need for and explore new program opportunities and initiatives to improve client outcomes; and support efforts to deepen programming.
- Work with staff, program partners, and youth participants to continually assess existing program quality and impact; evolve program accordingly.
- Seek out, honor, and promote the voice of current and former foster and probation youth in developing, delivering, and improving services.
- Partner with the Development Director and the Development team to communicate B:E's impact to external stakeholders.
- Monitor and incorporate relevant foster care and transition-age youth best practices and policy changes into programs and strategy.
- Lead the organization's efforts to participate in advocacy and systems change in collaboration with Executive Director and Program Directors.

### **Cross-Departmental Organizational Leadership**

- Serve on the Leadership Team and ensure that decisions made are in the best interest of staff and the organization.
- Work as a thought partner with the Executive Director on management, budgetary, and personnel decisions.
- Help identify, screen, and assess new projects and ideas for programmatic or agency-wide activities or actions.
- Partner with the Development team to assist with proposals and grant reporting; collaborate to identify and pursue new funding sources that generate resources for B:E's mission.
- Support high quality staffing and programming throughout the organization.

### **QUALIFICATIONS OF THE IDEAL CANDIDATE**

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While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

#### **Abilities and Attributes**

- A high level of self-awareness, cultural competence, and emotional intelligence.
- A leadership style that sees and honors the value in every person and communicates respect and encouragement to people at all levels.
- A strengths-based and equity-informed people management approach.
- An ability to coach and inspire team members towards the achievement of shared goals and objectives.
- A clear and effective written and verbal communication style.

#### **Desired Qualifications and Experience**

- Strong commitment to B:E's mission and professional and/or lived experience of the challenges facing foster and probation youth ages 14-26 (required).
- A minimum of 7 years' relevant experience in a programmatic leadership role (required).
- A minimum of 10 years' experience with people management; a minimum of 5 years' experience managing a team of 4 or more staff and managing supervisors (required).
- Relevant bachelor's and master's degrees (preferred).
- Strong project management skills with ability to create project plans, delegate tasks, and deliver outcomes.
- Experience integrating program evaluation and data collection into program development and service delivery.
- Experience overseeing instructional, inspirational, and transformational programming and services with a strong focus on program outcomes and impact.
- Experience with change management, including preparing, supporting, and equipping staff to successfully adapt to organizational and programmatic changes.

## COMPENSATION & BENEFITS

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The starting salary range for this position is \$121,000 – 133,000 annually.

B:E offers a generous benefits package that includes 100% paid employee and 80% dependent medical care coverage. Dental coverage is 100% paid by B:E. Paid time off begins 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.

## ADDITIONAL REQUIREMENTS

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### In Person Work Expectations

B:E is committed to the safety, wellness, and health of our staff. B:E offers a flexible hybrid work environment; staff are expected to work in-person onsite 2-3 days each week. Individual work schedule can be determined in collaboration with manager based on the needs of the organization and needs of the individual staff.

### Travel

Occasional travel is required within the Bay Area and outside the region.

### COVID-19 Safety

B:E is committed to keeping staff and youth safe and promoting the health of our community. B:E complies with the county, state, and federal COVID-19 guidelines and policies through our comprehensive COVID Prevention Plan.

## TO APPLY

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More information about **Beyond Emancipation** may be found at: [beyondemancipation.org](https://beyondemancipation.org)

This search is being led by [Emily Wexler](#) and [Stephanie Guidry](#) of [NPAG](#). Due to the pace of this search, candidates are encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's [website](#).

**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.**