



Transitions Program Director Oakland, California (Hybrid)

EXECUTIVE SUMMARY

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!

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 Transitions Program Director.**

The Transitions Program Director will lead B:E's Transitions programming, which supports current foster youth ages 14-26 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, post-secondary education support, 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. This position supervises three program managers and one administrative staff and reports to B:E's Managing Director of Programs. The Transitions Program Director will also work in close collaboration with the Alameda County Independent Living Program (ILP) staff.

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

Independent Living Program (ILP) 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.
- 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.
- Collaborate with Alameda County ILP Coordinator for program design, evaluation, goals, and objectives.
- Produce timely and accurate monthly, quarterly, and annual reports for Alameda County.
- Create, update, and implement policies, procedures, and systems related to the ILP program.

Career and Education Program Development and Oversight

- Oversee Education and Career programming to strengthen outreach, recruitment, strong youth engagement, retention, and outcomes.
- Ensure that services are provided from a strengths-based, youth-centered, trauma-informed, and culturally relevant perspective.
- Oversee the Pathways to College program, build on our highly successful college support and retention program, and oversee our workforce development programming.
- Monitor contracts, ensure program compliance, and partner with the Development Team to assist with proposals and grant reporting, as well as to identify and cultivate new funding sources.
- Create, update, and implement policies, procedures, and systems related to the education and career division.

Staff Management, Development, and Training

- Directly supervise 3 Program Managers and one administrative staff.
- Actively integrate coaching into the culture and services of the Transitions programs. Support Managers with coach supervision and development to ensure that coaches are implementing B:E's coaching techniques and case management in their work.
- Train team, staff, and key stakeholders on best practices to support youth with education and workforce development needs to improve participant outcomes.
- Hire, orient, train, motivate, coach, and develop Transitions staff (team of 13+) 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.

- Support staff to navigate crises and emergencies by modeling and coaching around de-escalation and crisis intervention techniques.

Program and Cross-Departmental Leadership

- Serve as an 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 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 Transitions program budget and partner with the Development and Finance teams to expand financial and in-kind resources.

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 OF THE IDEAL CANDIDATE

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 value in every person and communicates respect and encouragement to people at all levels.
- A strengths-based and equity-informed people management approach.
- An inclusive decision-maker that intentionally creates processes with maximum appropriate involvement from stakeholders.
- A collaborative style that proactively identifies opportunities to collaborate across function, programs, departments, and organizations in service to quality program delivery.
- A solutions-oriented problem solver who holds space for collaborative, creative problem solving.
- Excellent conflict resolution and crisis management skills and an ability to maintain composure amidst challenging situations.
- A flexible and adaptive style capable of adjusting plans to changing circumstances.
- A clear and compelling verbal and written communication style.
- Ability to perform stated functions with minimal supervision.

Desired Qualifications and Experience

- Strong commitment to B:E's and the Transition Program's mission with professional and/or lived experience of the challenges facing foster and probation youth ages 14-26.
- 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.
- Extensive experience supervising 5 or more staff and the ability to coach and inspire team members towards the achievement of shared goals and objectives.
- 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 with a strong focus on program outcomes and impact.
- Strong project management experience, with specific experience managing government contracts and grants.
- Budget management experience across a complex and varied programming mix.

COMPENSATION & BENEFITS

This is a full time, exempt, salaried position. The starting salary range is \$96K – \$108K.

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.

ADDITIONAL REQUIREMENTS

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

Travel (approximately 10-15%) is required within Oakland and locations across Alameda County.

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

More information about **Beyond Emancipation** may be found at: 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.