



Youth Rise Texas Director of Programs

Job Description

Youth Rise Texas seeks a Director of Programs who will lead and ensure excellence across all Youth Rise Texas' youth programming efforts. This individual will contribute to the maintenance and further development of Youth Rise Texas programs and partnerships through strategic leadership and management oversight of all aspects of our school-year program *Still We Rise*, summertime #StayWoke program, and the year-round Strategic Research program. This person will provide comprehensive and expert operational leadership including supervision of assigned program staff, as well as leading Youth Rise's organizational and programmatic evaluation plan, and ensuring accountability to high-quality data collection that assesses programmatic efficacy and helps tell the story of our work.

Youth Rise Texas

Youth Rise Texas is a burgeoning nonprofit organization whose mission is to uplift teens harmed by criminalization so that they may heal, take action, and cultivate compassionate communities. Through a variety of programming we create space for directly impacted youth to step into their own power and train them to be leaders in movements for social change while also centering the importance of personal healing and wellbeing. Since our founding in 2015 we have become an authoritative voice both locally and nationally on innovative, youth-led approaches to youth development and empowerment for young people impacted by mass incarceration and immigrant deportation.

Responsibilities:

- Develop and recommend strategic direction for program growth and improvement based on organization's Theory of Change and two-year growth plan
- Manage all programs at the 10,000-foot level - supervising the Program Coordinators individually, as well as each separate program team. These programs include a peer-delivered leadership program and a youth voter registration program.
- Develop, recommend, and promulgate program policies and monitor fidelity
- Oversee development and fidelity to program procedures
- Manage annual staff evaluation process for staff in program leadership
- Develop and facilitate weekly program staff meeting agendas
- Participate in providing input and collaborating with other senior/executive team members to maximize efficacy, including
 - Providing quarterly evaluations updates to aid organizational and programmatic leadership so that all can mind the meeting of our goals
 - Support Communications Director and Development Director in telling the story of our impact
 - Maintain accountability for program budget development and performance
 - Working with executive leadership in growing in-school programs as a replicable model to be scaled and offered to other school districts as a fee-for-service model

**Qualifications:**

We are seeking a team leader who is committed to excellence, integrity, and impact. If you are a results-oriented visionary with a passion for team building and team leadership, this position may be for you. Strong candidates will have:

- Bachelor's degree in education, social work, counseling, psychology or related field; master's degree strongly preferred; experience may be taken into account
- At least three years of experience in a management role or project management role; experience working in and/or managing the field operations of a civic engagement program is strongly preferred
- Experience working in a metrics driven environment and leading a team to meet firm metrics
- Demonstrated success developing youth programs; emphasis on youth-led program models and school district collaborations is preferred
- Strong project management skills managing complex, multi-faceted projects resulting in measurable successes and program growth
- Strength in hiring, recruiting, managing, developing, coaching, supervising, and retaining quality individuals and teams
- Excellent verbal and written communication skills with exceptional attention to detail
- Proficiency in using technology as a management reporting tool
- Ability to handle confidential information with sensitivity and integrity
- Commitment and ability to uphold high levels of accountability for self and others
- Spanish-language proficiency strongly preferred

Conversational Spanish, a creative/artistic background, and personal or professional experiences working on issues of mass incarceration and/or immigrant detention/deportation are a plus but not necessary to be considered a qualified candidate.

Compensation depends on experience; the salary range for this role is highly competitive (\$55,000-\$70,000), and includes a generous benefits package. This position is scheduled to start in August 2019. Youth Rise Texas is an equal opportunity employer, and we make a particular effort to recruit people of color and those harmed by the criminal justice system to apply for open positions.

How to apply

Please send a cover letter and resume to jobs@youthrisetx.org. Applications will be accepted until the position is filled. Please do not call to inquire about the status of your submission.