

**A NEW YOUTH DEVELOPMENT INTERMEDIARY FOR NEW ORLEANS**  
**FOUNDING DIRECTOR**  
**Position Description**

Building on the YouthShift initiative's vision for a flourishing New Orleans in which all young people, their families, and their communities are happy, healthy, secure, and empowered, ***a new youth development intermediary is emerging to provide organizational and programmatic support to local youth development organizations. This new organization will be committed to a racial equity and social justice agenda whereby its structures, accountability, and priorities are focused on creating equitable opportunities to help all children and youth succeed and thrive.***

**Background on the YouthShift Initiative**

Despite many organizations and collaborative endeavors over recent years, key challenges remain in terms of achieving critical positive outcomes for New Orleans' children and youth.

From 2015-16, YouthShift's steering committee and its partners in the New Orleans community identified several strategic recommendations, including one to identify an organization that could be charged with carrying out the recommendations. The five YouthShift recommendations were:

- Increase the meaningful engagement between leaders of children and youth-serving organizations, young people, and parents.
- Continue to gather information about the well-being of children and youth in our community.
- Improve the quality of programs that serve children and youth in New Orleans.
- Develop child and youth-centered public policies to ensure that young people come first in New Orleans.
- *Identify and support an organization (or organizations) to provide staffing, resources, and expertise to help execute these goals.*

**Ready to Launch: A New Youth Development Intermediary**

To carry out the next steps for the support organization, YouthShift has engaged the Foundation for Louisiana (FFL) as its fiscal sponsor to provide fiduciary oversight, financial management, and other administrative services with plans to launch the youth development intermediary as an independent nonprofit by late 2017. The intermediary will aim to create a national model for applying a racial equity lens in building the capacities across diverse youth serving organizations in an urban environment. In addition, the intermediary will take over management of an existing pilot program called Youth Program Quality Initiative (YPQI) that began in 2015 to address the YouthShift recommendation for improving program quality. A critical next step is the hiring of the intermediary's Founding Director.

**Position Description**

The Founding Director will serve as the organization's principal strategist and thought leader -- designing, implementing and leading the launch of the organization. S/he must believe strongly in participatory leadership, share an orientation to racial equity and social justice, and know how to capitalize on opportunities and strategies to move the organization forward. The position requires an individual who is comfortable maneuvering between the provider world, allied fields and other institutions, and who is knowledgeable of the greater New Orleans community landscape. Additionally, the director must be well-versed in youth development policy with an understanding of how national policies and financing affect local and state entities and priorities.

The ability to strengthen existing partnerships, and build new ones, will be key to the founder's

success. S/he will need to mobilize financial and human resources to build organizational capacity, provide professional development, and other resources to local programs and organizations. S/he must be able to navigate politically complex environments with passionate intelligence, charisma and integrity. S/he will bring profound respect for the complexity of the responsibilities of those who work with youth on the front line. Working in collaboration with a newly developed board, the director will be ultimately responsible for setting and executing the strategic vision of the organization, while growing resources necessary to achieving its mission and vision.

This exceptional person will be equal parts entrepreneur, champion, advocate, and ambassador who will build a small motivated staff to complement the growing organization. The founding director will be an experienced manager who knows how to lead a team, inspire a board, and colleagues to realize the vision of a flourishing New Orleans for its children and youth.

### **Founding Director Responsibilities and Tasks**

#### **Operations and New Business: Design and implement the organizational structure, programs and plans for growth**

- Develop a business plan for the intermediary including working with stakeholders to complete the organization's strategic priorities to promote positive youth development and increase the impact of youth serving organizations.
- Craft and implement a strategy to address gaps in intermediary support services and increase access to those services for diverse types of youth development programs and organizations.
- Transition to an independent nonprofit (501-c-3) organization.
- Provide oversight to develop accurate financial reporting systems, monitor annual budget, and provide timely and accurate financial reports to the Board.
- Assess and develop the organization's developing structure and staffing needs to reflect diversity of ethnicity, gender, sexual orientation and physical ability.
- Collaborate with the Board to implement by-laws, policies and procedures, governance structure, strategy and planning for continued board recruitment and development, and training in governance best practices.
- Supervise the ongoing pilot and expansion of the Youth Program Quality Initiative, including hiring staff to manage day to day YPQI functions and oversight of consultants and partners.

#### **Leadership and Management: Engage diverse stakeholders in collaborative or shared leadership**

- Ensure by effective management and leadership that the day-to-day operations are professionally and efficiently organized and administered.
- Oversee administration, financial and fund development ensuring effective systems to track scaling progress.
- Assume responsibility for the fiscal integrity of the organization, including fundraising, budget management, and board accountability.
- Develop organizational principles and goals around racial equity that the entire organization is held accountable to.
- Partner with Foundation for Louisiana and current advisors to facilitate the development of, and transition to, a fully functioning Board of Directors.
- Actively engage with young people to ensure their voices, ideas and participation is represented in the organization's ethos, structures, and accountability.

- Build partnerships in new markets, establishing relationships with funders and political and community leaders.
- Inspire and unite people and institutions to increase equity and excellence for children and youth.
- Influence stakeholder groups to increase impact, public policy development, and advocacy at local, state and federal levels.

### **Financial Stability and Communications: Build long-term financial sustainability through expanded resource base and diversity of income**

- Collaborate with the Board to create, execute, and track a comprehensive strategic financing plan to secure resources for the organization's budget.
- Steward and deepen relationships with foundations, major donors, and partners to secure funding and generate income for the organization.
- Deepen and refine all aspects of communication, including web presence, digital marketing, and other communication strategies to create a strong brand.
- Perform as spokesperson and ambassador for the organization, increasing the organization's visibility, effectiveness, and reputation as a strong voice for equity and inclusion.
- Initiate and strengthen relationships and collaborations with organizations and leaders who are connected to the youth development arena and allied fields.
- Develop, maintain, and support a strong board of directors; serve as ex-officio on all committees.
- Participate in associations, advisory committees, joint initiatives and conferences to promote and strengthen the organization's local, state, and national presence in the youth development sector.

### **Experience and Qualifications**

The successful candidate will have:

- Demonstrated ability to bring inspiration, impeccable integrity, and optimism to the organization and to promote alignment and cooperation among diverse youth development organizations.
- Track record of effectively leading the start-up of a nonprofit organization with specific experience in developing and deploying strategies to implement all facets of organizational structures and procedures.
- An understanding of and commitment to an asset based approach; concern with facilitating people and communities to come together to achieve positive change using personal knowledge, skills and lived experience of the issues.
- Commitment to employing a racial equity and social justice lens both in program and organizational development.
- Unwavering commitment to quality youth development programs and the dissemination of data to impact delivery.
- Knowledge of the Greater New Orleans community with ability to connect organizations to resources (human, financial, technical).
- A commitment to making a difference as part of a collective, highlighting the visibility of practitioners, funders and others with whom intermediaries work.
- Extensive training and/or experience in fields such as community engagement, community capacity building, and applied research and policy, or related fields.

- Demonstrated financial and management experience, especially in support and development of a start- up organization.
- Master's degree preferred with demonstrated strength, skills, and 7 + years' experience in significant leadership and senior management roles, accompanied by a track record of outstanding performance and results.

### **Personal Attributes**

- Political astuteness and the ability to navigate multiple complex networks with a commitment to racial equity and social justice.
- Ability to think innovatively about strategic partnerships, alliances and engagement with different types of actors (foundations, nonprofits, public and private individuals).
- An entrepreneurial spirit and unflappable demeanor with a sense of humor and ability to work collaboratively with diverse groups of people.
- Ability to articulate a vision of the needs of children and youth that inspires stakeholders from multiple sectors in diverse settings.
- Commitment to respecting the differences between individuals (race, gender, age, sexual orientation, cultural heritage, physical disabilities and education) and treating differences as an asset and strength of the intermediary's work.
- High integrity and a commitment to personal and professional excellence.
- Ability to engage in active listening and to coach and mentor others positively.

For additional information about the history of YouthShift please visit [www.nolayouthshift.org](http://www.nolayouthshift.org). Additional information about the Foundation for Louisiana can be found at [www.foundationforlouisiana.org](http://www.foundationforlouisiana.org).

If you are interested in applying, or want to nominate someone else for this position, please send an email explaining your interest, along with your current resume and salary history, to Jennifer Oliver-Goodwin at [leadershipsearch504@gmail.com](mailto:leadershipsearch504@gmail.com). Be sure to include YouthShift in the subject line. All nominations and expressions of interest will be held in the strictest confidence.

*YouthShift is committed to being an equal opportunity employer that embraces a diverse, multicultural work environment. People of all ethnic backgrounds and ages, people with disabilities, and people of diverse sexual orientations and gender identities are encouraged to apply.*