

Position Announcement: Executive Director



Compensation: Starting salary **\$110 – \$115,000**, with opportunity for bonus
Location: Portland, Oregon

We will begin screening applications on **March 25th** and will start scheduling interviews after that.
The position will remain open until filled.



This Executive Director Opportunity

This is an exciting opportunity to make a significant difference in the lives of young people who have experienced foster care and/or the juvenile justice system. As a leader in offering culturally responsive and trauma informed services for youth, Youth Progress provides opportunities for success to young people facing challenging times.

The organization is at a solid place where the next leader can come in and add to the continued evolution of how best to serve youth and foster parents. You will be supported by an incredibly committed board of directors and staff who are passionate about this work.

Youth Progress is an emerging leader in providing culturally responsive services for young people in the juvenile justice and child welfare systems. These youth have the same goals and aspirations as everyone else.

About Youth Progress

Youth Progress is a diverse and inclusive community of staff and foster parents who provide young people with safe and stable homes and opportunities to grow, learn, and succeed. Established in 1964, and reimagined in 2018, Youth Progress has successfully served young people in the juvenile justice and/or foster care systems for over 50 years. With a budget of over \$3M, a staff of 25, and approximately 35 paid foster parents, Youth Progress is excited to welcome its next leader and continue to provide high quality services for foster youth and foster families.

Young people are provided the therapeutic services and support needed to be successful, including placement with caring and compassionate foster parents that are specially recruited, trained, and supported. Working with state agencies (Oregon Department of Human Services and the Oregon Youth Authority), Youth Progress provides culturally responsive Behavior Rehabilitation Services in the Portland Metro area to young people from across the state. With a fully accredited, year-round Learning Center, the team works to meet the individualized academic, social, emotional, therapeutic, and recreational needs of students in foster care. The College and Career Attainment Program, which includes a Career Center, provides post-secondary planning, job readiness training, and independent living skill development for young people in the juvenile justice system. The Community Collective is a community-based program that works to stabilize all genders of young people with the long-term goal of family reunification or independent living.

Youth Progress is dedicated to empowering young people with the necessary tools and life skills for successful transitions to adulthood as they become productive, thriving members of our community.

For more information on Youth Progress, visit youthprogress.org.



Qualifications, Experiences and Capacities

The ideal candidate is a savvy nonprofit leader, with a strong operational background in working with state agencies that will work to ensure effective foster care systems and create positive outcomes for youth. In addition, the staff and board agree that a successful candidate will possess these minimum qualifications. (We are less interested in the titles you've held and more interested in what you've actually done and who you are.)

- A passion for and understanding of Youth Progress' mission.
- The capacity to understand, manage and lead a small, yet complex nonprofit organization with a collaborative approach.
- A leader who has experience working with a committed group of volunteer board members.
- Strong skills with project reporting, management, governmental compliance and/or operational planning.
- The demonstrated ability and commitment to advance equity and inclusion in programming, and work environments.

Ideally, candidates will also:

- Understand trauma-informed care and the impacts of trauma on system-involved youth.
- Have the drive and motivation to be creative in how best to increase positive outcomes for young people.
- Have experience working within or alongside governmental agencies, especially those that serve youth.

The primary benefit of working at Youth Progress is measured in far more than the good benefits we offer. When you join Youth Progress, you'll join of a team of dedicated professionals, youth activists, educators, and administrative professionals working toward one goal.

How to Apply

Please submit an application packet that includes:

- A cover letter explaining how you have the qualifications, experience and passion to be the next Executive Director of Youth Progress. Please include a description of how you have contributed to equity and inclusion in your community or in your work environment.
- A detailed chronological resume that speaks to the qualifications listed above.
- The names, contact information and affiliations of three professional references. (We will not contact your references until we have cleared it with you.)

Please send your materials to youthprogress@pagetwopartners.com with "Youth Progress Executive Director" in the title. Please also email this address to request any accommodations you would like made during this search process. We will keep your application confidential, and you will receive an acknowledgment email.

Timeline

The position will remain open until filled. However, we prefer to receive applications by 5:00 p.m. on March 25th, when we will begin reviewing them. Interviews are scheduled to begin the week of April 4th, with successive rounds of interviews held the weeks of April 11th and May 2nd. We project a start date in early June.

For more information about this position, please contact Jani Iverson of Page Two Partners at youthprogress@pagetwopartners.com. We'll do our best to respond promptly to all queries and to keep all applicants up to date on how the process unfolds. Thank you!

Youth Progress Association is subject to Oregon Health Authority's COVID-19 Vaccination Requirements for Healthcare Providers and Healthcare Staff in Healthcare Settings.



Our approach is simple – we see every young person that comes through our doors as our community's next leader, scholar, athlete, artist or entrepreneur.

Youth Progress is an equal opportunity employer and all qualified candidates are encouraged to apply. Studies have shown that women and people of color are less likely to apply for jobs unless they meet all the qualifications in the job description. We value all relevant lived experiences, and if this position speaks to you, we encourage you to apply, even if you don't believe you meet every one of our described qualifications. Reasonable accommodations may be made to enable individuals to perform essential functions. If you are unsure whether you meet the qualifications of this position or how this would be determined, please feel free to contact us at the email listed below to discuss your application.



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