



**EXECUTIVE DIRECTOR
JOB ANNOUNCEMENT
California Youth Connection
Oakland, California**

OVERVIEW

The Board of Directors of California Youth Connection (CYC) seeks a dynamic, strategic leader and communicator with a demonstrated commitment to working with foster youth on a statewide level. The CYC Executive Director will advance the mission of developing leaders who empower each other and their communities to transform the foster care system through legislative and policy change. This individual will secure additional financial resources, achieve the goals stated in the CYC 2015-2020 strategic plan, and cultivate strong, thriving relationships with internal and external stakeholders, including Board, Staff, Youth Advisory Board, Funders, Supporters, Members, and community partners.

ABOUT CALIFORNIA YOUTH CONNECTION

California Youth Connection (CYC) is a state-wide youth led organization that envisions foster youth as equal partners in contributing to all policies and decisions made in their lives. The organization works tirelessly to ensure all youth in foster care will have their needs met and the support to grow into healthy and vibrant adults.

CYC has four core activity areas. In the **State and Local Advocacy** area, CYC engages current and former foster youth in policy advocacy to improve child welfare policy and practice. This work is done both at the local and statewide levels. In the **Youth Development and Leadership** area, CYC provides many opportunities for youth to develop their own leadership styles through one on one support and mentoring, specialized training, and unique leadership development opportunities. Some examples of youth leadership opportunities for CYC members include: chairing and participating on the Youth Advisory Board and Legislative Committee, youth running their own chapter meetings, chapters hosting annual statewide conferences, members facilitating workshops and trainings, and youth participating in internship opportunities. In the **Trainings and Best Practices** area, CYC members are responsible for training one another at all CYC conferences where they facilitate all of the workshops. Additionally, the CYC youth members create and provide trainings for stakeholders and policy makers in their community. In the **Outreach and Communication** area, CYC youth members perform outreach to their current and former foster youth peers, and educate the general community about what it means to be a foster youth.

CYC recently completed a 2015-2020 strategic plan that outlines five core goals to provide direction towards achieving the organization's vision. The next Executive Director is expected to carry out these goals and monitor their success. These five goals are:

- Impact policy and practice change at the county level
- Sustain engagement on policies priorities and systems reforms at the state level
- Build youth leadership
- Strengthen CYC's governance, infrastructure, communication and overall organizational effectiveness
- Build a financially sustainable organization with broad community support

CYC is currently governed by a Board of 13 members, a staff of 20, a Youth Advisory Board of approximately 33 members representing 33 chapters statewide. The annual operating budget is approximately \$2,500,000.

For more information about CYC please visit: www.calyouthconn.com

ORGANIZATIONAL PRIORITIES

- Implement the Strategic Plan - Align all CYC constituents with the strategic plan vision, strategies, and goals and develop a system of annual measureable work plans to measure progress
- Develop a Stronger Infrastructure - Analyze the current organization structure and systems of CYC and make recommendations for improvements to increase efficiency and effectiveness; determine funding needed to make improvements
- Expand Fund Development - increase and diversify funding; build strong relationships with grant funders; hire a permanent Development Director
- Develop and Maintain Strong Collaborative Ties with External Partners - meet, and establish a working relationship, with state agencies and organizations serving foster youth and identify possible ways to collaborate
- Improve Internal Communications - develop and implement an internal communications strategy that creates new systems to improve communications among all CYC constituents
- Ensure Youth Engagement - visit every CYC chapter at least once during the first year and attend regional and statewide events regularly
- Lead the Development of an External Communications Strategy - develop a comprehensive external communications strategy, with consistent messaging, that heightens public awareness of the important work being done by CYC

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The Executive Director serves as Chief Executive Officer responsible to the Board of Directors for the effective management of the organization. The Executive Director:

- Provides leadership, management, and support to the CYC staff and maintains a healthy and positive work environment
- Hires, motivates, and evaluates staff direct reports; ensures fair and timely evaluations for all staff
- Creates and supports internal communication systems that engage Board, staff, and youth, and ensures that everyone is informed on organizational decisions and accomplishments
- Engages in active fundraising to generate revenue that meets or exceeds each year's budget amounts
- Serves as the public face and lead voice for the organization
- Develops and maintains strong, well-grounded relationships with CYC funders, partners and collaborating organizations
- Recommends to the Board an annual budget and an annual work plan in line with CYC's strategic plan; provides regular reports on finances and programs to the Board
- Assures that the organization's programs and projects are consistently of the highest quality
- Supports the work of the Youth Advisory Board and is actively engaged in CYC youth activities including Regional Councils and Local Chapters
- Supports the work of the Board of Directors, and is involved in developing and growing the Board to achieve its priorities

CANDIDATE PROFILE

Required Qualifications

1. A passion for foster youth, and a demonstrated commitment to improve the child welfare and youth serving systems through political and legislative advocacy
2. A strong track record in raising funds from diverse sources for nonprofit organizations; keen awareness of funding opportunities; and understanding and ability to expand CYC's donor base
3. Executive-level leadership skills, including the ability to think and plan strategically, create an organizational vision, and execute the vision by bringing together the financial and human resources necessary for success
4. Experience in growing a nonprofit organization, and sustaining that growth, using proven business models and strategies
5. Previous success in building a culture of teamwork and collaboration to bring youth focused government agencies, nonprofits, businesses, and others together to advance foster youth priorities

6. A minimum of 5-7 years experience in upper-level organizational management with strong experience and success in strategic planning, operational, fiscal, and program oversight and developing and supporting staff and youth leadership
7. Knowledge of California's Child Welfare System
8. Strategic networking skills; ability to build and maintain strong relationships and position CYC successfully with funders and other providers as a leader in the field
9. Excellent verbal and written communications skills, including public speaking and use of electronic media; ability to represent CYC to the public and advocate on its behalf
10. Strong aptitude and comfort with technology and social media, including the ability to use basic business software and various communication platforms
11. Experience in supporting and developing excellent working relationships with the Board of Directors and staff; ability to engage and motivate them to achieve organizational goals
12. Advanced degree or equivalent experience preferred in the social sciences, public administration/policy, business, or related fields

SALARY & BENEFITS

This position is Oakland-based (with frequent state-wide travel) and offers a very competitive salary. CYC's benefits package includes paid health benefits (medical, dental, vision, chiropractic), vacation and sick leave, 12 paid holidays (including 2 floating holidays), life insurance, and an employer contribution to the CYC retirement program.

APPLICATION PROCESS

Yeager and Carlson LLC has been retained by CYC to conduct the candidate search. Applicants should send their resume, a cover letter describing their qualifications and interest in the position, and their salary requirement to CYCsearch@yeagerandcarlson.com.

The application deadline is February 12th, 2016. First round interviews will be held in Oakland on February 29th and March 1st.