

## HEROES YOUTH LEADERSHIP DIRECTOR

### Treehouse Foundation

Founded in 2002, Treehouse Foundation is dedicated to Re-Envisioning of Foster Care in America. Our collaborative social change efforts focus on two primary initiatives: the Treehouse Intergenerational Community model and leading the Re-Envisioning Foster Care in America (REFCA) Movement.

**POSITION SUMMARY:** Treehouse Foundation seeks an inspired leader to develop, grow, implement, and oversee HEROES Youth Leadership. HEROES engages and empowers young people who have experienced foster care, ages 14-24, in becoming change agents and community leaders. HEROES integrates the arts, life skills development, community building, educational support, youth-driven advocacy and intergenerational connections into its programs. Adult supporters and mentors who share that experience, and volunteer allies are an integral part of the HEROES support team. Building and maintaining strong collaborations with other nonprofits, foster care alumnae, and child welfare agencies is a strong organizational commitment. This position is 40 hours per week.

#### RESPONSIBILITIES

##### ***Plan, Implement and Oversee***

- Design and implement youth-centered programming in collaboration with youth, staff and partners in Franklin, Hampshire and Hampden Counties
- Partner with HEROES youth to define their needs, goals and interests
- Ensure that program activities are trauma informed, creative, engaging, and responsive to emerging needs
- Plan, schedule, supervise and oversee program activities in accordance with goals and resources, including facilities and transportation in Franklin, Hampshire and Hampden Counties
- Recruit, select, orient and provide on-going support to youth in coordination with other staff
- With the Treehouse Volunteer Coordinator, recruit, train and supervise volunteers and interns, including foster care alumni and intergenerational community partners,
- Engage youth in understanding and contributing to policy and youth-centered practices

##### ***Partnerships***

- Cultivate and maintain collaborative relationships with parents and caregivers, DCF and other local and national youth serving organizations
- Promote awareness about HEROES in the region and across the state

##### ***Administer – Work with supervisor and other Treehouse staff to:***

- Participation in team meetings, consistent clinical supervision
- Ensure that HEROES core values, Treehouse policies, and safety procedures are respected and followed during all program activities and events
- Ensure program design adheres to best practice standards for youth development, youth leadership and a positive transition to adulthood
- Maintain and develop program materials and contact lists
- Work with program budgets and manage program expenditures in collaboration with COO
- Reporting as necessary for funders and submit program reports for Treehouse Board meetings

### ***Evaluate Existing Programs & Develop New Programming***

- Facilitate continual quality improvement through ongoing assessment with youth and partners
- Establish and maintain consistent, meaningful data collection methods, and documentation of participation, youth progress, feedback from youth, parents and partners
- Conduct funding research in partnership with other Treehouse staff

### **QUALIFICATIONS**

- Minimum of Bachelor's degree with 5 years' experience working with youth
- Successful experience designing, developing and coordinating youth programs
- Strong knowledge of and ability to integrate trauma-informed program design/practice
- Passion, understanding, and competence in working with foster care/adoption issues
- Well-honed professional capacity, including excellent organizational skills, written and spoken communication, dependability, creative problem solving and teamwork
- Desire to work in a non-traditional environment, integrating youth voices into program design and leadership
- Awareness of and deep respect for other cultures, values, identities and perspectives
- Strong commitment to racial equity and anti-racism
- Successful experience leading groups
- Experience with volunteer engagement and management, building and maintaining multi-disciplinary collaborations
- Familiarity with data collection, outcome measures, and evaluating programs
- Strong computer and social media skills – Facebook, Messenger, Twitter, LinkedIn
- Reliable transportation and driver's license
- Capacity to work some evenings and weekends

### **VALUED**

- Preferred Master's degree in a related field, such as social work or counseling
- Lived experience with foster care is welcomed

This is a salaried 40-hour per week position. The salary range is \$50,000 - \$55,000, depending on education and experience. The position includes health, dental, life, short-term and long-term disability insurances; generous vacation, paid time off, and 10 paid holidays.

**TO APPLY:** Please send your resume and cover letter **as pdf files** to [bspong@treehousefoundation.net](mailto:bspong@treehousefoundation.net) by Friday, June 19, 2021. Resumes without cover letters will not be considered.

*Treehouse is an equal opportunity employer and encourages women, persons of color, GLBTQ identified persons, and persons with disabilities to apply. We value and support diversity and inclusion, creating a culture of dignity and respect for all members of our team and all program participants.*

[treehousefoundation.net](http://treehousefoundation.net)