

## **Background**

The Alliance for Children's Rights (ACR) seeks a highly driven and dynamic individual to help build and lead The Opportunity Youth Collaborative (OYC) - a cross-sector, multi-agency effort that will improve education and employment outcomes and brighten futures for young people transitioning from the foster care system into adulthood.

ACR is one of 21 organizations across the country to receive an "Opportunity Youth Incentive Fund" grant from The Aspen Institute to lead a collaborative effort that will address the needs of our nation's most vulnerable young adults. When first announcing the grants, Aspen Chair and former White House Domestic Policy Council Director, Melody C. Barnes said: "Imagine a community where K-12 and higher education leaders, foster care programs and the justice system, philanthropy and the private sector, all came together to build successful pathways for our forgotten youth."

This initiative will use a new approach to social change called "collective impact." The approach is based on the idea of working collaboratively to create system change to improve outcomes for Opportunity Youth. In Los Angeles, the Opportunity Youth focus will be transitioning foster youth ages 16 – 24. The OYC partners will seek to break down siloed systems by coordinating services, improving policies, leveraging resources and aligning strategies.

ACR will serve as the OYC "Backbone" in Los Angeles and work with its partners to build pathways that will improve three outcomes for transition age foster youth:

1. High school graduation.
2. Post-secondary/vocational enrollment and credential completion.
3. Job-readiness training and gainful employment.

The OYC will be viewed through a national lens under the sphere of influence of the Aspen Institute, Jobs for the Future, and the White House. Successful collaboratives may become national models.

## **Organizational Overview**

The Alliance for Children's Rights is a private non-profit 501(c)(3) dedicated to protecting impoverished, neglected, and abused children and youth throughout Los Angeles County by securing the services and support they need to thrive. Our lawyers and social workers, together with hundreds of pro bono attorneys and community volunteers, expedite foster care adoptions; secure access to healthcare; obtain vital therapies and educational services for infants and school-age children; and help Transition Age Youth (TAY) achieve self-sufficiency. We also work with both state and local entities to reform and improve child welfare practices and to systemically resolve the many barriers our clients face to obtaining an education, employment, housing and health care.

Since its inception in 1992, the Alliance has served nearly 125,000 abused and neglected children and youth ages 0-24, including more than 12,000 Transition Age Youth (TAY), and favorably impacted thousands of children statewide through our policy efforts. We are consistently one of Charity Navigator's top tier 4-star charities – a status held by only 7% of the charities they rate nationally.

## **Position Overview**

To lead this important work, the ACR seeks a passionate and entrepreneurial senior level Director to oversee the work of the Opportunity Youth Collaborative (OYC), build relationships with its partners to include child welfare agencies, school districts, workforce development agencies, nonprofits and private employers, and to steer the collaborative in furtherance of the common OYC goals.

The Director will drive the internal and external functions including strategy, communications, community engagement and coordination among partners to ensure that meaningful referrals and linkages are made and information is shared.

## **Responsibilities**

### **Leadership:**

- Develop, coach and facilitate optimal composition of OYC partners.
- Develop systems to share organizational decisions with the OYC partners, and support staff.
- Convene and facilitate regular collaborative and action-oriented meetings.
- Build the Backbone's identity as a respected, neutral convener among a broad spectrum of local stakeholders.
- Cultivate excellent working relationships with senior community leaders involved in this initiative in a way that can inspire collective action without formal authority.

### **Strategic Coherence:**

- In concert with OYC Steering Committee and relevant working groups, develop annual legislative agenda, policy and funding recommendations.
- Provide direction and support to partner organizations in aligning their work to the common agenda (e.g., identifying opportunities for program work to support specific goals).
- Act as a neutral arbiter and help resolve disputes or disagreements in direction among work groups and steering committee.
- Develop advocacy priorities and coordinate supporting activities of partners.

### **Supporting and Facilitating Steering Committee and Working Group meetings:**

- Ensure effective facilitation of, and support to, all steering committee and working group meetings and communication between meetings.
- Provide regular reports on progress against goals and indicators.
- Coordinate with other projects and coalitions to understand and integrate that work into OYC strategy.
- Update strategy as new needs emerge.
- Build and maintain relationships with steering committee, working group members, new prospects and other community partners.

### **Project Management, Data Analysis and Measurement:**

- Work with OYC partners to develop provider pathways that support youth in completing their highest level of education with bridges to higher ed, job development skills and employment.
- Work with partners to explore, develop and oversee the implementation of a coordinated case referral system with shared measurements to track outcomes, and identify and resolve barriers.
- Work with a data partner or internal staff to analyze existing data, data collection tools and research that can integrate and align with the goals and findings of the OYC.
- Use data to inform learning, drive decisions and continuous improvement.

### **Fund Development:**

- Develop relationships with potential funders and participate in relevant networks.
- Oversee a grant writer in developing proposals.
- Work with partner agencies to identify opportunities and provide information to support their grant applications.
- Oversee the OYC reporting of deliverables and progress to funders as required.

### **Communications:**

- Communicate the objectives of OYC to the range of stakeholders and potential partners in the community, including sharing the common agenda, blueprint, or other collateral.
- Create or manage creation of periodic summary reports and presentations on OYC progress for steering committee, partnership board, and external audiences.
- The following duties may be done in coordination with a communications consultant or staff:
  - Develop communications materials as OYC evolves, potentially including summary documents, brochures, FAQs, and other items.
  - Develop web, mobile app, and social media strategy.

- Create press strategy, including drafting press releases and media outreach.

### **Managing Internal Systems:**

- Oversee daily operations, monitor and report on issues and achievements within timelines.
- Select, contract with, and oversee work of consultants as appropriate (e.g., data management, communications, facilitators etc.).
- Hire and supervise OYC support staff.
- Integrate efforts and foster strong communication with the ACR programs and staff.

### **Reporting Relationships**

The Director of the OYC will be responsible for building and managing a highly functional team, and will report to the CEO of the Alliance for Children's Rights.

### **Requisite Qualifications**

The OYC Director must be passionate about the population of youth and committed to the mission and overarching goals of OYC. Additionally, the successful candidate will be able to demonstrate:

- At least 5-10 years of relevant work experience, including at least 3 years managing teams in a fast-paced and high-growth nonprofit, social enterprise, or start-up environment.
- The executive presence to inspire confidence and passion in internal and external audiences.
- Advanced strategy and planning skills, including an ability to think strategically on both organizational and systemic levels over multi-year horizons.
- Experience with complex project management and stakeholder management.
- Strong data acumen and ability to oversee complex shared-measurement systems.
- Strong facilitation and presentation skills before multiple types of audiences.
- Existing relationships with, or ability to quickly build relationships with, a cross-sectorial range of stakeholders in the local or regional area, including senior executives.
- A track record of leading, inspiring, and developing high performance teams.
- Outstanding communication and interpersonal skills, able to build authentic relationships with diverse stakeholders - from public and private sector executives, employers, and philanthropists to line workers and support staff at partnering agencies.
- Strong writing ability and ability to support partners in developing pitches and proposals.
- Comfort with ambiguity and ability to thrive in a fluid, entrepreneurial environment, and willingness to "roll up one's sleeves" and extend beyond formal responsibilities as needed for the work.

### **Desired Qualifications and Compensation**

- Advanced degree in business, policy, public health or related field.
- Familiarity with the local area and focus of the initiative.
- Compensation is competitive and commensurate with experience.

### **Application Instructions**

The position is available now and applicants are encouraged to apply right away. Nominations or applications (with current resume, letter of interest, and salary history) should be sent confidentially, electronically, and before August 29, 2014 to [j.parrilla@kids-alliance.org](mailto:j.parrilla@kids-alliance.org)

The Alliance for Children's Rights believes that all persons are entitled to equal employment opportunities and does not discriminate against its employees or applicants because of race, color, religion, sex, pregnancy, national origin, ancestry, age, marital status, sexual orientation, disability, or medical condition.