
Title: Director of Youth and Outreach Services **Status:** Exempt, Full-Time
Department: Youth and Outreach Services **Starting Salary:** \$65,000

The Director of Youth and Outreach Services provides clinical supervision and administrative oversight with an equity lens for all youth and outreach programs. The Director is responsible for ensuring that the social and emotional well-being of all program participants are met by promoting strength-based, trauma-informed, equitable, and inclusive care. The Director must demonstrate effectiveness and expertise providing intersectional anti-racist leadership and supervision. In addition, the Director of Youth and Outreach Services is required to exercise considerable judgment in administering and managing the various Youth and Outreach programs and is responsible for maintaining and improving upon program efficiency and effectiveness.

Responsibilities:

- Plans, organizes, initiates and directs Youth and Outreach programs.
- Participates in the development of grant (re)applications and outcome/narrative reports.
- Conducts program evaluations, participates in community needs assessments.
- Oversees direct case management services and coordinated services with other providers.
- Screening, hiring, supervision and evaluation of staff and interns.
- Conducts group and individual supervision and evaluation of staff and interns.
- Develops /facilitates staff professional development.
- Covers Open Doors' warmline for youth in crisis, including after-hours calls, one week per month.
- Represents programs externally to funders and other community agencies.
- May be called upon to serve on boards and committees within the agency and/or with partner organizations.
- Maintains regular communication with funding agencies, including DSS, County, state, and federal government.
- Assumes all responsibilities of a mandated reporter.
- Must adhere to professional standards, F&CS policies and procedures, federal, state, and local requirements, and OMH standards.
- Maintains confidentiality on all client and employee information.
- Responsible to report any unethical behavior that is observed.

Minimum Qualifications:

- Master's degree in a mental health-related field.
- Experience leading community-based services and collaborating with other community service providers.
- Strong management, communication, and organizational skills.
- Collaborative, trauma-informed leadership style.
- Integrated knowledge and infused practice of equity, diversity, and inclusion in leadership, supervision, and service provision.
- Commitment to creating and sustaining an organizational culture that centers the importance of diversity, equity, and cultural responsiveness and that contributes to an inclusive working and learning environment.



Preferred additional qualifications:

- Familiarity with Tompkins County community services.
- Clinical training and experience, including an understanding of how to work effectively and sensitively with people with complex mental health profiles and/or trauma histories.
- Lived experience relevant to service recipients in any Youth and Outreach programs.
- Experience writing grants and reporting outcomes to funders.
- Experience leading dynamic and diverse teams to high-performance outcomes.
- Experienced facilitator of conversations about race and intersectionality.
- Experience assessing and evaluating program effectiveness and efficiency.
- Experience developing and managing program budgets.
- Expertise in any or all of the following program areas: juvenile justice, therapeutic mentorship, kinship care, advocacy and empowerment, support for runaway and homeless youth, street outreach, crisis intervention, housing and homelessness, case management in suburban and rural settings, family stabilization, social and emotional development throughout the life span, and/or positive youth development.
- Experience working with vulnerable populations.
- Excellent written and oral skills.
- Strong crisis management skills.

Benefits offered by Family and Children's Service:

- Generous Paid Time Off (PTO) and holiday schedule.
- Medical, Dental, and Vision coverage options for employees and eligible dependents.
- Option to create a hybrid office/home work schedule.
- Pre-tax savings options: FSA, self-funded; HSA, employer contribution (depending on medical plan participation).
- Enhanced Short Term Disability, Free Basic Life and AD&D.
- 403(b) Retirement Plan with employer contributions after one year of employment.

F&CS is committed to equity, diversity, and inclusion and, in that spirit, actively encourages applications from members of groups whose exclusion from mental health and related services has been longstanding. No individual will be discriminated against in application, hiring, or employment on the basis of race, age, culture, ability, ethnicity or nationality, gender identity and expression, sexual orientation, marital status, religious affiliation, or socioeconomic status.

Contact information: Please email a cover letter and resume to: **Alicia Kenaley, Executive Director at akenaley@fcsith.org**. In the cover letter, please specifically address relevant experience as it pertains to minimum qualifications and any additional qualifications, including equity, diversity, and inclusion experience, and reasons for your interest in this particular position.

For more information about Family and Children's Service of Ithaca and our Youth and Outreach Services (Dispositional Alternatives Program (DAP), Open Doors, KinECT, Community Outreach Worker Program, Rural Outreach Worker Program, and Child Crisis Outreach Service), please visit fcsith.org.

