



VICE PRESIDENT OF YOUTH PATHWAYS

JOB DESCRIPTION

REPORTS TO: Chief Operating Officer

FLSA STATUS: Exempt, Full-Time (40 Hours)

JOINT INITIATIVES FOR YOUTH + FAMILIES (JI) - *An Equal Opportunity Employer*

Joint Initiatives for Youth + Families (JI) is a nonprofit organization established in 1989 specifically for the purpose of bringing together agencies that serve children and youth to drive collective impact and ensure higher impact services for young people ages 0-21 and their families in El Paso and Teller Counties.

YOUTH PATHWAYS PROGRAM OVERVIEW

Youth Pathways commenced in 2017 with a focus on providing delinquent, truant, or municipal court-involved youth with a team of professionals assembled and designed to support the unique needs of the identified youth and their family. This multi-agency team approach creates customized plans to ensure each young person's success. JI has Memorandums of Understanding or MOUs with over 20 partnering organizations selected to participate in the teams that share their expertise and organizational resources. JI supplements these plans with a variety of family supports and flexible funding streams.

SUMMARY OF POSITION

Oversees the Ascend Center, a juvenile assessment center (JAC), that will provide new and current services to youth who are predominantly aged 11-17. The center will provide:

- assessment of needs for referred youth
- other local partners/agencies who will co-locate to provide wraparound interventions for both sheltered and unsheltered youth
- facilitation of the multi-agency wraparound services
- afterschool programming
- daytime whole family services
- respite services
- de-escalation support
- family training

Contributes to the development and implementation of JI's vision, shared goals and objectives, and the overall direction of JI through participation on the Leadership/Management Team and in carrying out the work of this position. Works closely with JI's CEO and Chief Operating Officer, as well as with El Paso County's REACH, to develop resources, identify service gaps, and implement annual strategic plans/MOUs. Assists collaborating agencies in problem-solving and moving toward an integrated system of care for children, youth, and their families.

This is a full-time, on-site position.

RESPONSIBILITIES + DUTIES

- Supports the JI Management Team in achieving its mission and delivering on its objectives, which are aligned with the program's Statements of Work, Strategic Plans, and contract obligations.
- Engages with the REACH and JAC Advisory Committee to drive group decision-making and to determine essential collaborating organizations, location, and program stand-up action steps.

- Aligns, as appropriate, and works towards community-wide collective impact; recommends programmatic and operational improvements to family engagement as necessary.
- Develops and manages the design, implementation, and oversight of the department's strategies, outcomes and objectives, and grant/projects' scope of work and contract obligations in collaboration with the REACH Committee
- Provides direct supervision to department staff.
- Serves as a key resource and strategic thought partner for the JI team, promoting the culture and practices of a "learning organization," while implementing strong family-engagement approaches and best practices as it applies to collective impact.
- Maintains a strengths-based, trauma-informed approach and demonstrates a pattern of engaging youth and families by being open, following through on commitments, sharing own experiences, and actively listening. Treats youth and families with respect, dignity, and empathy.
- Ensures programmatic practices are grounded in evidence-based models.
- Ensures youth and family voice and choice are at the center of needs-based recommendations, planning, and implementation.
- Protects the confidentiality of all clients and their information.
- Creates policies that reduce barriers and increase ease of service delivery to youth and their families.
- Ensures the creation of a professional development training plan to ensure project staff are well-versed regarding Positive Youth Development, trauma-informed practice, 2Gen, and restorative practice standards/best practices.
- Represents the program and agency in a productive, professional manner within JI policy, with internal and external stakeholders at the local, state, and federal level.
- Works productively with JI's management team to pursue policy changes and recommendations as driven by data and Collective Impact discussions.
- Reviews work for accuracy, clarity, timeliness, and conformance with procedures and processes.
- Partners with JI's Strategic Initiatives Director to create and implement surveys to assess collaboration efforts and to collect and report on departmental outputs and outcomes.
- Works well under stressful and emotionally-taxing circumstances and engages in effective self-care.
- Displays a positive attitude, works well with others, and accepts direction well.
- Performs other duties as required.

KNOWLEDGE, SKILLS + ABILITIES

- Bachelor's degree in a relevant field from an accredited college or university.
- A minimum of three years of experience working within the juvenile justice system and/or three years of experience working with youth and their families who are considered at risk.
- A minimum of 3 years' management/supervisory experience
- Demonstration of execution of tasks and ability to work independently
- Organizes and manages multiple tasks concurrently.
- Possesses strong leadership skills and an ability to build relationships and connect people with one another for a common goal.
- Excellent written and verbal skills.
- Works with a diverse population, modifying intervention strategies for different settings, levels of experience and education, and learning styles.

- Plans and completes projects within designated timeframes.
- Manages conflict constructively and applies problem-solving skills to develop solutions for unanticipated issues and challenges.
- Proficient in a Windows and web-based technology environment.
- Maintains confidentiality regarding work performed.
- Background checks, drug testing, education and previous employment verification required.

SALARY RANGE

\$75,000 - \$80,000 annual salary, with an additional 15.35% stipend allowance to provide for health insurance and savings plans.

COMPUTER SKILLS

To perform this job successfully, an individual should have knowledge of Microsoft software (e.g., Word, Outlook, Excel, PowerPoint). Knowledge of internet tools (e.g., Microsoft Teams, Zoom, Safari, Google Chrome) is desirable.

CERTIFICATES + LICENSES

Current, valid Colorado driver's license and proof of auto insurance.

WORK ENVIRONMENT

Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. The noise level in the work environment is usually moderate. Travel is primarily within the Pikes Peak Region, with occasional travel to surrounding areas in Colorado. For positions that do not have a dedicated JI office, work will be conducted at home, in JI's open office space, and/or within the community. A laptop computer and cell phone will be provided for every employee regardless of office space designation.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision and distance vision. While performing the duties of this job, the employee is regularly required to talk and hear. The employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel and reach with hands and arms. The employee is occasionally required to stoop, kneel, crouch, or crawl.