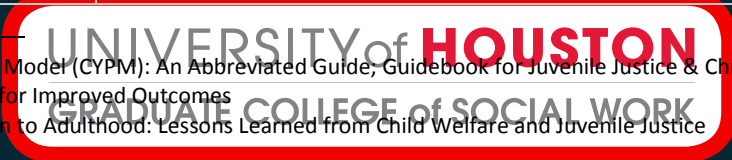


<b>Job Title</b>	Program Manager
<b>Employer/ Agency</b>	The Dual Status Youth Initiative
<b>Job Description</b>	<p><b>Position Summary</b> The Program Manager will join Harris County’s Dual Status Youth Initiative, with the following responsibilities:</p> <ul style="list-style-type: none"> <li>• Support the Executive Director in implementing the initiative’s overall strategy, or “common agenda”</li> <li>• Manage overall work plan for working groups, including planning, implementation, and co-facilitation of monthly meetings</li> <li>• Oversee a young adult fellowship, coordinating with and supporting fellowship partners</li> <li>• Foster communication and collaboration among partners, with other initiatives, and with the community</li> <li>• Ensure the initiative strategies and activities reflect a commitment to equity</li> </ul> <p><b>Program Manager Responsibilities</b> The role of the Program Manager is to perform the following functions:</p> <ul style="list-style-type: none"> <li>• Manage toward <b>key implementation milestones</b> related to the common agenda</li> <li>• In partnership with working group co-chairs, <b>facilitate working groups</b>, and manage synergies in group activity <ul style="list-style-type: none"> <li>○ Ensure working groups <b>use data</b> to make decisions and track progress</li> <li>○ Ensure that working groups are aware of relevant <b>policy developments</b></li> <li>○ Help <b>identify resources</b> that could support concrete ideas coming out of working group action plans</li> </ul> </li> <li>• In partnership with the Executive Director, oversee and support the <b>young adult fellowship</b>, including coordination with the youth serving organizations that coach the fellows</li> <li>• Support the implementation of the <b>communications and community engagement plan</b> (planning and participating in meetings and events, managing newsletters, creating web content, etc.)</li> <li>• Support the Executive Director in developing <b>reports and materials for funders</b> and the <b>Steering Committee</b></li> <li>• Identify <b>other collaborations</b> to partner with</li> <li>• Across the initiative, support the development of strategies and activities that advance <b>more equitable outcomes</b> for dual status youth</li> </ul>
<b>Qualifications</b>	<p><b>Ideal Experience and Traits</b></p> <ul style="list-style-type: none"> <li>• At least 5 years of experience in a community nonprofit organization, government agency, or similar organization, of which 2-3 years should be at a coordinator level</li> <li>• Passion for improving outcomes for youth and families, with hope for a</li> </ul>

	<p>better future</p> <ul style="list-style-type: none"> <li>• Understanding of the juvenile justice and child welfare systems, preferably in Harris County</li> <li>• Demonstrated commitment to equity and addressing disparities</li> <li>• Ability to act with empathy, especially when working with youth and other individuals with lived experience across diverse backgrounds</li> <li>• Experience working directly with dual status youth, or youth involved in either the child welfare or juvenile justice systems</li> <li>• Experience facilitating meetings of cross-sector stakeholders to achieve greater collaboration and action</li> <li>• Ability to build collaborative relationships across multiple sectors to achieve systems change</li> <li>• Ability to think and problem solve at a systems level, as opposed to a program or organizational delivery level (e.g., identify strategies focused on increasing coordination or filling gaps in service)</li> <li>• Comfort with ambiguity, with an ability to make sense of complexity and work independently</li> <li>• Excellent written and verbal communication skills</li> <li>• Comfort with work planning and managing multiple priorities in a context of change and ambiguity and adapting to changing needs or momentum</li> <li>• Bachelor's degree or commensurate experience</li> </ul>
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<p><b>Employer/Agency</b></p>	<p><b>Harris County Dual Status Youth Initiative Background</b></p> <p>A broad group of stakeholders in Harris County have come together to improve outcomes for dual status youth. Dual status youth, also referred to as “crossover youth,” are defined as youth who both experience maltreatment (and become involved in the child welfare system) and engage in delinquency (and become involved in the juvenile justice system).<sup>1</sup> These youth face even worse outcomes than those youth involved in only one system, including higher rates of recidivism, substance abuse and failure in school.<sup>2</sup> The <b>Dual Status Youth Initiative</b> currently includes representatives from the Harris County Juvenile Probation Department (HCJPD), the Department of Family &amp; Protective Services (DFPS), Harris County Protective Services (HCPS), academic institutions, philanthropy, and several community-based organizations. This group has articulated an ambitious vision for the future success of dual status youth in Harris County:</p> <div data-bbox="565 1306 1442 1461" style="border: 1px solid black; padding: 5px;"> <p><i>“Our vision is that all <b>dually-involved youth can thrive</b> in the areas of <b>wellness, education, and transition to adulthood</b>. In support of this vision, we aim to create an aligned and data-driven system that is inclusive of <b>families and caregivers</b>, committed to <b>equity</b>, and responsive to <b>youths’ individualized needs</b>.”</i></p> </div> <p>During 2016-2017, the Dual Status Youth Initiative will develop detailed goals, strategies and a long-term implementation structure to improve outcomes for Harris County’s dual status youth in a sustainable manner using the <b>collective impact</b> approach to social change as a model. The initiative will be guided by principles such as being outcomes-oriented and accountable, honoring existing supports in youths’ lives, embracing a spirit of learning and understanding, and sharing responsibility to align resources.</p>
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<sup>1</sup> The Crossover Youth Practice Model (CYPM): An Abbreviated Guide, Guidebook for Juvenile Justice & Child Welfare System Coordination and Integration: A Framework for Improved Outcomes

<sup>2</sup> Supporting Youth in Transition to Adulthood: Lessons Learned from Child Welfare and Juvenile Justice

The Program Manager will join the initiative's **backbone organization**, a neutral, coordinating body that provides ongoing support to the partners in a collaborative effort. Partners are organized into the following groups:

- The **Steering Committee**, comprised primarily of public agency, non-profit, and community leaders who help to guide the vision and overall strategies of the initiative
- **Working groups**, comprised of frontline managers who develop specific strategies and implementation plans to make the initiative's vision and goals a reality
- **Community partners**, consisting of various government agencies and community members and organizations critical to implementing the initiative's strategies
- **Young adult fellowship**, in which 2-3 young adults with lived dual status experience participate in initiative meetings and conduct youth outreach, all with coaching support from a youth serving organization

**Location, Employer, Salary & Benefits**

Houston Endowment has committed to funding this position and the operating costs of the backbone for three years starting in January 2017. Backbone staff will be physically located in the **TRIAD Prevention Program** office at the Harris County Youth Services Center at 6300 Chimney Rock Road. The Children's Assessment Center is serving as the grant holder, managing the funding and administering salary and benefits. The salary and benefits package will be competitive. Salary will be determined commensurate with experience, with a minimum salary of \$65,000 per year.

**How to Apply**

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Please submit a resume and a cover letter addressing the questions below:

1. Why are you passionate about transforming Harris County's approach for dual status youth, and what experience will help you successfully do so?
2. What do you believe to be the greatest opportunities for transforming the systems that serve dual status youth in Harris County?
3. Specifically, how do you think the strategies and activities of this initiative can be committed to equity and ultimately reduce disparities among dual status youth?
4. What do you perceive to be the most significant challenges for this initiative and for the future Program Manager?

*Please send applications to [DualStatusYouthPM@fsg.org](mailto:DualStatusYouthPM@fsg.org). Applications will be considered on a rolling basis starting **February 13, 2017**.*

To post a job opportunity or if your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at [mswjobs@central.uh.edu](mailto:mswjobs@central.uh.edu) with the hiring details of your new job opportunity. Thank you.