



Youth, Rights & Justice Seeks Executive Director

Apply by Feb. 1, 2019

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Our Mission: *Defending the rights of vulnerable children and families in Oregon*

The Opportunity

Youth, Rights & Justice, an innovative nonprofit law firm based in Portland, Oregon, is seeking its next Executive Director. Founded in 1975, YRJ is widely recognized as a leader in juvenile law in Oregon.

We provide court-appointed representation of children, youth, and parents involved in the child welfare and juvenile justice systems—in both the trial and appellate courts. We also represent individual children and youth in school-related special education and discipline matters. On a larger scale, we work to improve the systems impacting our clients through legislative and administrative advocacy, class action litigation, publications, and training other lawyers and community partners.

Our ideal Executive Director candidate will have a passion for defending the rights of vulnerable children and families, experience with organizational management and leadership, deep knowledge of the legislative process, familiarity with juvenile law, a demonstrated commitment to diversity and inclusion, political acumen, and life experience and/or work experience with communities that rely on YRJ’s services.

The youth we serve are racially and culturally diverse and from low-income families. Many are experiencing abuse and neglect, living with disabilities, and recovering from trauma. The parents we serve include those who are former foster youth and are struggling to keep their families together.

YRJ is a 501(c)(3), tax-exempt nonprofit organization with an annual budget of \$2.8 million. Approximately 80% of our budget is from contracted services, with 20% from philanthropic sources. A dedicated 13-member Board of Directors governs YRJ. Board members bring diverse knowledge and connections within Oregon’s legal, business, nonprofit, and education communities.

We are committed to achieving a diverse workforce. Candidates from diverse backgrounds are encouraged to apply. All qualified applicants will receive consideration for employment without regard to status as a protected veteran or a qualified individual with a disability, or other protected status, such as race, religion, color, national origin, sex, gender identity, sexual orientation, marital status or age.

Priorities for the Executive Director:

- **Lead strategic and organization development:** Lead strategic planning to develop a shared vision and strategic direction for YRJ’s future. Bolster internal organizational systems and communications. Support the Board in the next stage of its development.
- **Support the internal team:** Nurture YRJ’s collaborative work environment. Empower our management team and dedicated staff (currently a total of 34) with professional development, performance feedback, and support.
- **Maintain excellence in programs and services:** Continue to evolve YRJ’s highly regarded programs and services as Oregon sees more and more high-needs cases and greater complexity of needs. Continue YRJ’s leadership in the juvenile justice and child welfare systems, with an eye on systemic change as well as individual cases.

- **Diversify resources and manage a changing funding model:** Build relationships with current funders while working with the Development Director and Board to develop additional resources. Manage the transition to a new model for YRJ’s state funding, based on anticipated new resources (following the 2019 legislative session).

Executive Director Profile:

Required Experience, Knowledge and Education

- **Organizational Leadership and Management:** Minimum 5 years management experience or equivalent in an organization of similar size and complexity to YRJ. Includes demonstrated ability to establish and maintain organizational systems, lead vision and strategic development, manage change, lead/support a team, and partner with the Board.
- **Communications and Relationship Building:** Excellent verbal, written and interpersonal communication skills—including internal and external communications. Proven ability to establish productive relationships and effectively represent the organization to diverse stakeholders including community and business leaders, government contacts, elected officials, educators, donors, media, and partners.
- **Knowledge of the Law:** Experience with and/or knowledge of juvenile law. Familiarity with professional rules of ethics for attorneys.
- **Equity and Inclusion:** Cultural self-awareness and demonstrated ability to address issues of privilege, diversity, equity and inclusion within organizational culture, practices, policies, and programs. Life experience or work experience with YRJ client communities (i.e. those involved with foster care or the juvenile justice system, communities of color, people with disabilities, and low-income communities).
- **Political Acumen:** Aware of the public policy environment and familiar with legal strategy and tactics to achieve short-term goals and longer-term, systemic change.
- **Financial Management:** Familiar with nonprofit financial management principles and practices; experienced with managing organizational finances.
- **Bachelors Degree.**

Preferred Experience, Knowledge and Education

- Juris Doctor (JD) degree or other advanced degree in social work, public policy, or related field; JD strongly preferred.
- Knowledge of trauma-informed practices.
- Experience developing and managing resources through a combination of contracts, individual donors, corporate sponsorship, and grants.
- Relationships with Oregon public policy makers, community leaders, and other influencers.

Compensation:

Salary range is \$100,000 to \$120,000, depending on experience, plus generous benefits.

How to Apply: Applications Due by Feb. 1, 2019

Please submit the following:

- 1) A cover letter that reflects how your experience qualifies you to become the Executive Director of Youth, Rights & Justice,
- 2) A complete chronological resume, and
- 3) A diversity statement that outlines your experiences with diversity, equity and inclusion. Those experiences may include, but are not limited to, the following: lived experience as a member of an underrepresented group; experience living and meaningfully interacting with individuals with a variety of identities; and professional development or other training in diversity, equity and inclusion. If your experiences are different from those listed and you have a commitment to diversity, equity and inclusion, please explain how you will manifest that commitment in this position.

Send via email as a PDF to YRJ's Executive Search Consultant, Paula Manley:

YRJsearch@paulamanley.com / **Subject Line: YRJ Executive Search**

All inquiries will be handled confidentially. Please use this email to request an accommodation.

For a complete job description, see the YRJ website: <http://www.youthrightsjustice.org/>