



## HOPE FOR YOUTH

### Executive Director/CEO Ideal Candidate Profile

Hope For Youth, the leading provider of integrated, complex care for cross system children, youth and families on Long Island, is recruiting its next Executive Director/CEO. The ideal candidate will be an experienced, dynamic leader with a passion for the organization's mission to serve the youth and families of Nassau and Suffolk counties.



## HOPE FOR YOUTH

For more than 50 years, Hope For Youth has provided services for children, youth and families, spanning a continuum of care from out-patient, clinical and preventive services, to foster care, diagnostic and emergency residential services. With programs that span Nassau and Suffolk counties in New York, the organization's mission is to *facilitate positive change in the lives of children, youth and families through programs that educate, motivate and empower individuals toward self-sufficiency.*

Hope For Youth programs impact the lives of more than 14,000 local children, youth and families annually.

## PROGRAMS AND SERVICES



The organization works with children as young as birth through 21 across the Long Island region. Hope For Youth oversees six residential facilities, 35 foster homes and 190 staff members in Amityville, Bellmore, Farmingdale, Bay Shore and Seaford, Riverhead and Hempstead. Hope For Youth has grown into one of Long Island's preeminent providers of services for children and families.

Hope For Youth partners with multiple local, state and federal agencies including the U.S. Department of Health and Human Services, the New York State Office of Court Administration, Office of Children and Family Services, Office of Addiction Services and Supports, Office of Mental Health, Department of Health, Nassau and Suffolk County youth and health agencies, and more than 50 Long Island school districts.

## Runaway and Homeless Youth Services

Hope For Youth's Runaway and Homeless Youth Services Program (RHYS), funded through the U.S Administration for Children and Families, the Department of Housing and Urban Development and the Suffolk County Youth Bureau, provides outreach services, emergency shelter for youth and transitional living services for young adults. RHYS Shelter Staff provide services to youth under the age of 18, engaging with them on the street and community settings, guide them through safety screenings and needs assessments during up to 21 days of emergency shelter, and provide aftercare services. Transportation and continued care coordination post discharge from our RHYS programming are available as well. RHYS Staff maintain a trauma informed milieu while providing essential services while supporting youth to achieve their goals. HUD transition age services are funded to provide transitional housing and Rapid Rehousing for young adults, 18-24, starting in the Fall of 2022.

## Therapeutic, Diagnostic & Non-Secure Group Homes

Hope For Youth works as a team with the New York State Office of Children & Family Services and the Suffolk and Nassau Departments of Social Services and Probation to provide residential services. Hope For Youth is the primary provider of diagnostic assessments to the family court and provides crisis respite services to youth referred by mental hygiene, social services and probation. Together with the youth's extended support network, Hope For Youth



strives to ensure that residents' short-term needs are met and long-term needs are planned for. Programs focus on independent living skills, mental health substance abuse treatment, development of healthy relationships with extended family. Youth participate in supported work opportunities, educational programs, and structured recreational activities. HFY also operates the Suffolk County Non-Secure Detention facility. An OMH licensed Children's Crisis Residence is expected to open in late 2022.

## Foster Care



Hope For Youth provides safe, supportive temporary homes for children and youth who are working towards reunification with relatives, permanent placement through adoption or self-sufficiency. Through a commitment to placing all children in the most appropriate and nurturing home settings for their recovery and healing as well as planning for permanency and stabilization, Hope For Youth matches children with the families that can best suit their

foster care needs. By providing the best opportunity for successful placement Hope For Youth helps to prevent multiple placements.

## Out-Patient, Preventive and Community Based Programs

Hope For Youth offers a continuum of out-patient, preventive and community based services. In Suffolk, these include the probation Multi-Dimensional Family Therapy program, DSS Intensive and Supportive Case Management, Out-Patient Chemical Dependency Treatment, and a 60-day Adjustment Services Program using a Restorative Justice Model to help youth avoid adjudication as a juvenile delinquent. Court based programs include Child Parent Psychotherapy in the Suffolk Family Treatment Court and Multi-Dimensional Family Therapy in the Suffolk Juvenile Drug Treatment Court. In Nassau, Hope For Youth provides the county wide PINS Diversion program and a DSS Intensive Preventive Services program. Hope For Youth also operates the OMH funded Children's ACT Team serving Suffolk, which is the first such team in New York State. The Town of Babylon Prevention Program helps youth in that community lay the groundwork for a drug-free life.

## THE ROLE OF THE EXECUTIVE DIRECTOR/CEO

The Executive Director/CEO coordinates all aspects of the agency's services including fiscal, personnel, and programmatic functions to ensure the provision of high-quality services in accordance with applicable federal, state, and local regulations. The responsibilities of the Executive Director include directing, evaluating and coordinating all aspects of the program.

The Executive Director/CEO is also responsible for:

- The daily administration of the agency in accordance with state regulations and all other applicable requirements of law and the policies of the Board of Directors including: the supervision and care of children; admission and discharges; continuing analysis and improvement of programs in light of the needs of the group of children being serve
- Preparation of a plan of service and implementation for each child in care
- Staff development and training; selection and dismissal of all employees
- Preparing the annual budget and maintaining financial control measures
- Preparation of all required reports; exploring an initiating new programs and services where appropriate
- Coordination with other programs in the community.

The Executive Director/CEO reports to the Board of Directors and attends all of the Board's meetings, with the exception of those specifically called by the President of the Board of Directors to discuss the performance evaluation or compensation of the Executive Director.

The Executive Director/CEO has general and active management of the business of Hope For Youth sees that all orders and resolutions of the Board of Directors are carried in effect.

## IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate for this position will have a master's degree in Social Work, Mental Health Counseling or related field as a minimum; a PhD would be ideal. In addition, the organization seeks candidates with a minimum 10 years of experience as a CEO, Executive Director, Chief Operating Officer or senior-level manager in a nonprofit organization setting, ideally with an organization that provides child and family services, and/or programs addressing juvenile justice and behavioral health.

In addition, the ideal candidate for this position will demonstrate:

- Leadership experience in child welfare, juvenile justice and behavioral health required; familiarity with NY State child serving agencies is a plus
- Clinical background helpful but not mandatory
- Excellent people skills communicating and developing relationships with all stakeholders, including clients and their families, all levels of staff, board members, donors, governmental officials and a network of community providers
- Comfortable in utilizing social media and technology
- Strategic leadership and visionary thinking
- Positive energy and passion for mission
- Strong business-mindedness
- Demonstrated experience with nonprofit board governance
- Demonstrated success in creating a culture of philanthropy
- Effective communication and brand building abilities

## COMPENSATION

Hope For Youth is prepared to offer a competitive salary and benefit package to the candidate selected to be their new Executive Director/CEO. In addition, this position offers an opportunity to join a dedicated team of professionals that is making a profound difference in the community and in the lives of the children, youth and families.

## CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position, please send a cover letter and resume to Jim McGuirk, Managing Director, Northeast Regional Office at [jim@dcm-associates.com](mailto:jim@dcm-associates.com). If you would like to discuss the opportunity further or would like to recommend a candidate, please contact Dennis C. Miller, Founder & Chairman at [dennis@dcm-associates.com](mailto:dennis@dcm-associates.com).



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