



YOUTH INITIATIVE MANAGER POSITION DESCRIPTION

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| JOB TITLE: | Youth Initiative Manager |
| CLASSIFICATION: | Full-time, Exempt |
| HOURS: | 40 hours per week, Occasional Weekend and Evening Hours Required |
| SALARY: | Salary range begins at \$62,400; Competitive Benefits Package |
| REPORTS TO: | Programs Director |

POSITION SUMMARY

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and loves the outdoors. The Youth Manager will provide overall strategic vision and expertise to LandPaths' youth initiative, and enrich all programs with education and interpretive excellence. The Youth Manager will represent LandPaths in the community, and build partnerships with other education, and youth organizations and institutions. The Youth Manager will be an active, engaged member of the "Leadership Team," participating in successful accomplishment of strategic goals across the organization.

Specifically the Youth Manager will oversee LandPaths' *In Our Own BackYard*, *Inspired Forward*, *Summer Camps* and other youth-based programs through strategic goal setting, planning and evaluation. The Youth Manager will maintain program excellence including relevance with the communities we engage, changing educational standards and other youth-related needs in-school, after-school, and summer programs, for example: youth development through strength-based approaches, Next Generation Science Standards, Common Core, and California Environment and Education Initiative.

POSITION DUTIES

Leadership & Strategy

- Assess current youth programs, including curriculum, program delivery, and evaluation for excellence, develop multi-year youth vision and strategy aligning with LandPaths' Strategic Plan;
- Active participation in the Leadership Team, responsible for all LandPaths initiatives, including cross-initiative communication;
- Become knowledgeable and conversant in all aspects of LandPaths' mission, strategic plan, preserves and community programs;
- Present to community and larger public forums, articulating LandPaths' positive impact on youth education and development;
- Develop and deepen through active listening and mutual understanding, relationships to expand the network supporting and advancing LandPaths' youth and education goals;
- Cultivate, participate and take leadership roles in community partnerships, collaborations, and initiatives that advance outdoor-based youth programs, environmental education and nature interpretation in the County;
- Represent LandPaths in the community throughout the county, aligning LandPaths' work with larger County-wide collective impact efforts.

Management

- Hire, mentor, motivate, review and retain a high performing team; ensure team is prepared to contribute at their highest level; hold all team members accountable, and ensure they have the knowledge, skills, ability and resources needed to succeed;
- Develop, manage, and assess budgets; determine the most effective use of staff time and resources to ensure program excellence and progress on budget and within strategic priorities;
- Support fundraising including grant proposals;
- Provide contract and successful grant oversight and reporting.

EXPERIENCE AND QUALIFICATIONS

A successful candidate will likely have significant experience leading youth programs, including the following qualifications:

- A genuine passion for connecting people to land and for equity in access to nature;
- Experience in leading and managing staff, programs, budgets;
- Strong management skills with an entrepreneurial spirit;
- Working knowledge of collective impact and place-based approaches as they relate to youth;
- Demonstrated ability to integrate curriculum standards, cultural relevancy and youth best practices into impactful programs;
- Experience working with youth;
- Excellent interpersonal skill; self-aware, with an ability to have tough conversations to build community;
- Strong communication skills: articulate with proven ability to write effectively and speak persuasively;
- Strong familiarity/background with the communities that comprise Sonoma County;
- Bi-lingual and/or having a significant cross-cultural experience, cultural competency training;
- College degree or significant relevant work experience.

ATTRIBUTES

A successful candidate will embrace LandPaths' values and culture, including the following:

- Embrace LandPaths values, inclusive of our commitment to fairness and equity, and "no child left inside";
- Thrives in a creative, problem solving atmosphere of shared leadership and unrelenting drive to improve;
- Curious; enjoys learning and supporting the work of others;
- Excels in a strong team centered work environment, while able to work independently;
- Works best in busy work environment, managing multiple variables with divergent goals;
- Patient with process and impatient for progress;
- Demonstrated ability to inspire and motivate staff, volunteers, donors and potential partners;
- Ambitious and focused on program impact;
- Value-driven and strong commitment to program and organizational goals;
- Confident in area expertise, and flexible, able to engage with new ideas and approaches;
- Enjoys and contributes to a positive work environment

COMPENSATION

LandPaths compensation starts at the Living Wage, according to County standards, health coverage, retirement savings and generous paid leave package. The specific compensation package is determined by position and experience. Salary range for this position begins at: \$62,400

TO APPLY

Interested applicants should send a BRIEF AND SPECIFIC cover letter and resume to:

LandPaths ~ attn: HR, 618 4th Street, Suite 217, Santa Rosa, CA 95404 or hr@landpaths.org

Deadline to apply is Friday, May 18.