



POSITION SPECIFICATION

Deputy Director, Children's Residential Services

Overview

The Jewish Board has created a new role which is an **unmatched opportunity to support the well-being of hundreds of children every day**. The **Deputy Director of Children's Residential Services** will provide **operational and programmatic leadership across 10 Residential facilities (nearly 400 beds) and two Day Treatment programs (65 slots) for children with mental health needs and those in the child welfare system**.

Many young people have suffered significant trauma and feel they have no place to turn. The Jewish Board offers security and healing in a variety of settings. The Jewish Board is **one of the largest providers of residential programs in the country and is poised to be a pace-setter for how new and improved practices of children's residential care and mental health services are adopted**.

The Jewish Board is also the largest human services agency in New York State, serving more than 43,000 clients each year. Its nearly 3,000 staff work in 75 locations around the five boroughs and on a 125-acre campus in Westchester County. The Jewish Board's funding is a mix of government support and private donations. Learn more at www.thejewishboard.org.

The Deputy Director role

The Deputy Director will provide leadership for all Children's Residential and Day Treatment programs of the Jewish Board. The Deputy Director will drive change to advance the strategy and work of the Jewish Board's Residential and Day Treatment programs. The Deputy Director will work with senior and program directors to ensure that operations, program services, and financial management are consistently of the highest quality. The Deputy Director will support and learn from the work of senior and program directors who are focused on the well-being of children ages 5 to 21 and their families. The Deputy Director will lead the team to examine its current work and refine models of care to achieve overall operational and programmatic excellence.

The Deputy Director will **manage and supervise 5 direct reports** who are Senior Directors or Directors overseeing residential and community-based programs at Mann Center, Goldsmith Center, Ittleson, Hawthorne Cedar Knolls, Geller House, and Kaplan House. The Deputy Director will **report to the Executive Program Director of Children's Residential Services** and participate as a member of the Division's leadership group.

Responsibilities

- In collaboration with and under the direction of the Executive Program Director of Children's Residential Services, provide strategic leadership and vision for the advancement of practices and clinical models of each program and the Division as a whole.
- Establish annual and multi-year goals, in collaboration with the Executive Program Director.
- Oversee programmatic and operational functions for Children's Residential and Day Treatment programs, on the Westchester Campus and in New York City, to ensure that the highest standards of ethics, integrity, and best practices are adopted.
- Assure that program and administrative policies and procedures are current and support the overall operation and effectiveness of the Jewish Board's Children's Residential and Day Treatment programs.
- Ensure compliance with regulatory standards.
- In collaboration with senior and program directors, develop, review and monitor budgets for all programs.
- Represent The Jewish Board with regulators and other stakeholders on a local and state level.
- Participate in local and national advocacy work around services in Children's Residential care.
- Function as liaison to foster a cooperative relationship between the programs and local communities.
- Have on-call responsibilities for 24/7 operation.

Desired Qualifications

The ideal Deputy Director candidate will bring a set of successful and proven practical experiences and skills. These include the ability to:

- Work collaboratively as part of a leadership team to help conceive and execute a strategy and vision for organizational and programmatic advancement.
- Envision and aid in developing new models of care.
- Execute a plan, including operationalizing a clinical vision into practice.
- Use data to inform decisions.
- Evaluate oneself and programs.
- Build, inspire, teach, and coach teams.
- Manage the operations of a 24/7 Division.
- Present publicly, to small and large audiences.
- Travel throughout the various locations (Boroughs/Westchester) within the Children's Residential Division.

The candidate must also demonstrate that they have or can quickly attain a good understanding of the funding, regulatory and licensing environment (ACS, OCFS and OMH), the role of the Court system in the lives of children and youth, and New York State's Medicaid reform efforts.

The young people in The Jewish Board's programs have faced considerable trauma and neglect. The work is meaningful, transformative, and pressured. The Deputy Director role requires someone who comes to this opportunity recognizing the magnitude of the work. They need to come with a mindset toward helping children move to a lower level of care and eventual permanency. To achieve that successfully, the candidate must be:

- A strategic and thoughtful leader with an eye for detail
- Even-tempered
- Calm under pressure
- Persevering
- Collaborative and creative
- Embracing of positive change
- Customer-focused toward children and families, staff, as well as regulators, funders, and communities

The ideal candidate will have a minimum of 10 years' experience in a senior leadership position, as well as experience with the operations of a campus, milieu, residential or inpatient setting, in behavioral health, child welfare, or a related field of practice. A Master's degree is required, in Social Work, Public Health, Public Administration, Psychology, or a related field.

How to Apply

This search is being conducted by Schall & Russo Planning Works, LLC. Interested candidates should email (noting "Deputy Director" in the subject line) a thoughtful cover letter and resume, in confidence, to:

Steven Schall, Schall & Russo Planning Works
sschall@schallrusso.com, Tel: 917-207-7191

The Jewish Board seeks talented people of all cultures, religions, races and ethnicities, and gender expressions. The Jewish Board is an Equal Opportunity Employer and seeks a diverse pool of candidates for this position.