

Executive Director Position Announcement

The Opportunity

Youth Represent is seeking a dynamic and dedicated leader to serve as its next Executive Director. This is a rare opportunity to take the helm of an innovative New York City organization that is dedicated to amplifying youth voices, improving the lives and futures of young people affected by the criminal legal system, and fighting for racial justice.

Organization

Youth Represent is dedicated to improving the lives and futures of young people affected by the criminal legal system. Even a simple interaction with police can have lasting consequences for a young person, threatening the stability they need to thrive. These consequences come down most heavily on the low-income youth of color who make up Youth Represent's client base. When the legal system creates barriers to success for youth, Youth Represent uses legal tools and zealous advocacy to help them leave the stigma of a criminal record behind.

Founded in 2006, Youth Represent has developed an award-winning community-lawyering model that combines direct legal representation, youth leadership development, advocacy for systematic reform, and technical assistance to staff at partner organizations. The organization partners with more than 20 community organizations across New York to offer on-site legal services, teach youth strategies to safely and effectively exercise their legal rights, and advance their policy agenda. Each year Youth Represent provides RAP sheet review and employment counseling to hundreds of system-involved youth. They also provide comprehensive legal representation when clients face employment discrimination, eviction, school suspension, summonses, and other criminal and civil legal issues. Youth Represent was among the lead advocacy organizations behind the successful push to raise the age of criminal responsibility from 16- to 18-years-old.

Overview of the Position

Reporting to the Board of Directors, the Executive Director will lead Youth Represent into its next chapter. Working closely with the Board and staff, the Executive Director will identify growth opportunities and challenges, and provide leadership across all operations and programs.

Responsibilities in leadership, programs and services, growth and sustainability, and Board development include, but are not limited to, the following: engage in a strategic planning process that results in a refined vision and plan for the next 3-5 years; develop and implement a Diversity, Equity, and Inclusion (DEI) plan that embeds a lens for racial justice in Youth Represent's culture, systems, and practices; maintain operational strength and flexibility to ensure high-quality program delivery; engage with the union that represents unit staff in a way that builds mutual respect; oversee all business functions including operations, finance, and human resources; ensure programmatic excellence; increase impact by elevating policy advocacy efforts to eliminate systemic barriers; develop and implement a vigorous

communications strategy to broaden visibility and reach; and serve as the lead spokesperson for the organization to city and state representatives, funders, community partners, and other stakeholders.

Candidate Profile

The ideal candidate will be a passionate, self-directed person who works effectively and collaboratively, operates with integrity and transparency, and is committed to the young people of color that Youth Represent serves. The successful candidate will have excellent communication and interpersonal skills and experience leading high-performance teams to the next stage of growth with a DEI lens.

She/He/They possesses a deep understanding of how the criminal legal system disproportionately and intentionally harms young people of color.

Qualifications

Our candidate of choice has a proven dedication to racial and social justice and a minimum of 7-10 years of high-level senior management experience with increasing responsibility. A J.D. or a master's degree in criminal justice, political science, public policy, or related field is beneficial, but not required.

Compensation and Benefits

The salary for this position is competitive and commensurate with experience. Benefits include health insurance, vision and dental coverage, short- and long-term disability, life insurance, and a generous parental leave policy. We also offer four weeks of paid vacation and nine holidays, and we close the office the week between Christmas and New Years.

How to Apply

Youth Represent is an equal opportunity employer that considers all applications without regard to race, color, national origin, age, sex, sexual orientation or preference, religion, marital status, disability, veteran status, citizenship status, or any other characteristic protected by law.

Interested applicants should email their resume, cover letter, and salary requirements to the Youth Represent Search Committee at youthrepresentsearch@supportcenteronline.org. Applications will be considered on a rolling basis, so interested applicants are encouraged to apply early. Applications without cover letters that directly address the candidate's fit with the key qualifications will not be considered.

Visit Youth Represent's website at <http://youthrepresent.org/>.