ABOUT YAYA
For the past 35 years, YAYA (Young Aspirations Young Artists) has served as a creative community where young people have the freedom, opportunities, and resources to discover their passions and artistic voices. YAYA's programming empowers creative young people through visual arts education combined with entrepreneurial and life skills training. As an incubator for young talent, YAYA has nurtured generations of culture-bearers, creative thinkers and problem solvers, many of whom are now professional artists, designers, teachers, and leaders in New Orleans and beyond.

POSITION SUMMARY
In partnership with a dedicated and active Board of Directors, the Executive Director will have strategic and operational responsibility for YAYA's programming, partnerships and funding structures while serving as the chief driver of the organization's mission and vision. The ideal prospect is a values centered, adaptive, and culturally competent leader with an unwavering commitment to accelerating youth outcomes. The Executive Director is a skilled influencer who leverages deep insight, sector knowledge and strong relationships to deliver on organizational goals and execute forward facing strategies.

Since 1988, YAYA has provided educational experiences in the arts and entrepreneurship to New Orleans-area youth, many from historically underserved and underrepresented populations. Achieving national and international acclaim for its impact, YAYA is regarded as a model for youth development and a force for greater access and equity in the artistic field. Building on the organization's history of innovation, creativity and entrepreneurship, the Executive Director will define and implement a comprehensive, values-driven vision for its strategic direction.

This position represents a great opportunity for both emerging and established leaders in arts, youth development and nonprofit management. The Executive Director will lead a small, yet dynamic and capable staff and support their work delivering on YAYA's core programmatic offerings.

KEY RESPONSIBILITIES

Vision Setting & Organizational Leadership
- In partnership with the Board of Directors, sets a clear and cohesive vision for the organization's strategic direction. Additionally, creates the conditions to successfully operationalize that vision.
- Leads organizational and operational strategy and adapts as necessary to achieve targeted goals and outcomes.
- Balancing short and long-term priorities, recognizes opportunities to drive organizational objectives and advance the mission.
- Oversees YAYA’s program evaluation strategy, ensuring the organization has access to high-quality data and analysis of key metrics to improve programming practices and participant outcomes.
Financial, HR & Operational Management
- Oversees finance and administration including oversight of the annual budget, audit, compliance, and risk management.
- Engage in people centered leadership to build on the capabilities and strengths of present and future personnel. Ensure adequate staffing by recruiting, supervising, supporting, coaching and evaluating full-time and part-time staff.
- In coordination with the Board Chair, ensure proper governance practices, Board management, communications, and recordkeeping and engage the Board to identify and recruit potential Board members with diverse perspectives.
- Oversees all facilities management, policy development, safety and compliance priorities for the organization.

Fundraising & Development
- Sets fundraising goals and operationalizes strategy around those goals for the organization’s $750k annual budget.
- With board support, serves as YAYA’s sole fundraiser and develops and grows financial resources, ensuring those resources move the organization towards long term sustainability.
- Leads in cultivating, stewarding and advancing relationships with a range of partners, including schools, funders, and prospective supporters to advance the mission.
- Leverages strong relationships with key organizations and community leaders to drive impact.

Partnerships & Communications Strategy
- Serve as the public representative of the organization with partners, funders, peers, artists, and communities.
- Connect and build relationships across diverse constituencies.
- Oversee all aspects of YAYA’s marketing and communications strategy defining and building the organization’s brand, visibility and reach.

Qualifications
- Minimum of five to seven years of nonprofit management experience, with at least three years of leadership experience.
- Background, education and knowledge in the arts and youth development.
- Commitment to youth-centered and/or youth-led practices and commitment to fostering an accessible and welcoming environment for all young people.
- Ability to raise funds through diverse channels including grants, sponsorships, individual donors, etc.
- Deep understanding of the needs of artists and communities that have been historically under-resourced.
- Experience building the capacity of small nonprofits and scaling impact.
- Must identify with, embody and lead through YAYA’s core values of Artistic Excellence, Entrepreneurial Spirit, Youth Voice & Creative Expression, Generational Impact and Equity & Access.
- Extensive experience in and deep knowledge of the New Orleans cultural and artistic landscape.
- Creativity and agility; ability to thrive and adapt in a fast-paced and changing environment.
- Adept at working collaboratively across lines of difference; a proven and capable relationship builder.
Location
YAYA is headquartered in Central City, New Orleans and is an in-person workplace. The candidate will need to live in or be willing to relocate to the New Orleans region.

Compensation
The starting salary range for the Executive Director is $75,000 - $90,000. Compensation package includes competitive healthcare benefits, generous time-off and an employer contribution to a Retirement Savings Account.

Application Instructions
Please submit your resume and cover letter to Carmalia@Jacksonnoble.com by Monday, July 24, 2023.

YAYA is an inclusive community that brings together youth from a range of backgrounds to be creative and to envision a brighter future for our city. We commit to creating an anti-racist environment that fosters collective processing and action through creative expression. We commit to uplifting diverse voices in our community and aim to embody that in our hiring processes as well. We encourage and invite all candidates to apply, particularly those from historically underrepresented communities, including people of color, immigrants, women, people with disabilities, and LGBTQ+ individuals. YAYA not only values, but also celebrates differences and will not discriminate against any employee or applicant because of race, color, ethnicity, religion, gender, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood.