YouthCare works to end youth homelessness and to ensure that young people are valued for who they are and empowered to achieve their potential.

YouthCare envisions a community where no young person experiences homelessness, all young people have the opportunity to thrive, and the systems that oppress them are dismantled.

YouthCare is guided by the following values:

- **Safety:** All young people deserve a secure, stable, and healthy environment.
- **Respect:** YouthCare centers its work in compassion and dignity for others and the belief that all young people should be valued.
- **Empowerment:** YouthCare promotes a culture that encourages staff and youth to develop their own strengths, and that champions their growth and successes.
- **Dependability:** YouthCare is unwavering in its commitment to young people and can be trusted to provide consistent, high quality, and sustainable care.
- **Social Justice:** To end youth homelessness YouthCare must name and actively work to dismantle those systems that have created injustices for people of color, LGBTQ+, and immigrant communities.
• **Equity, Diversity, & Inclusion:** YouthCare embraces diversity, assures fair treatment, and provides equitable access to opportunities.
• **Leadership:** YouthCare leads and advocates for changes that benefit young people by leveraging the collective power and influence of the organization’s youth, staff, board, and partners.
• **Collaboration:** YouthCare achieves more for young people by collaborating with and learning from partners and inspiring the community to take action.

**ABOUT YOUTHCARE**

YouthCare was founded in 1974 as one of the first runaway and homeless youth shelters on the West Coast. The goal was to help homeless youth find safety today and build stability for tomorrow. This passionate vision continues to drive YouthCare every day. For nearly fifty years, YouthCare has defined best practices, developed programs and policies that are a national standard for excellence, and ensured that young people experiencing homelessness have the hope, skills, and self-confidence needed to thrive. Recognizing that BIPOC and LGBTQ+ youth disproportionately experience homelessness, YouthCare works to address systemic injustices in partnership with BIPOC and LGBTQ+-led organizations within the communities it serves. YouthCare serves more than 1,500 young people every year with a comprehensive portfolio of housing, education and employment services.

**Youth Services**
Each young person arrives at YouthCare with a unique story and set of circumstances. YouthCare has set the bar high in providing service to youth at all levels of the need for care. Through a combination of individualized services tailored to young people’s needs and a trusting relationship with a caring adult, YouthCare ensures that young people experiencing homelessness achieve long-term stability.

**EISS**
YouthCare’s Early Intervention & Specialized Services (EISS) programs engage and support young people who are at risk of homelessness. Staff also work with the caring adults in young people’s lives to ensure each youth stays safely housed or returns home quickly.

**Engagement**
YouthCare engages young people through outreach, meeting basic needs, and providing safe places to sleep. Staff help young people build trust and plan their next steps.

**Shelter and Housing**
YouthCare’s housing programs help young people build independent living skills and provide a stable foundation to pursue education and employment opportunities that lead to thriving
independence. Its sites, located throughout the city, provide varying levels of housing (shelter, transitional and permanent supportive housing) for youth and young adults.

**Education & Employment**
YouthCare offers flexible and individualized high school diploma and GED programs designed to help young people reconnect to school and work toward post-secondary options. Their employment programs include a range of options from the first steps of job readiness to internships and employment in the local economy.

**The Campaign for YouthCare**
YouthCare has long seen access to education and employment as a critical path out of homelessness, and its existing barista training, paid internships and other programs have given many young people a critical first step on that path. Today, however, the low-wage salaries available to youth no longer provide the financial stability needed to satisfy the cost of living in and around Seattle and there is a clear need for a more robust approach to provide the foundation and mobility youth need to exit homelessness. Through its Campaign for YouthCare, YouthCare has the unique opportunity to deepen its investment in education and employment programs and exponentially increase young people’s access to opportunity.

The Campaign for YouthCare is a $25 million campaign - the first of its size and scope in the agency’s history - to expand YouthCare’s education and employment programs, strengthen community connections, and take its service model to the next level. It is focused on three critical areas: YouthCare’s Workforce Development Center on Seattle’s Capitol Hill, which will create an education and employment HUB for young people; Career Pathways & Job Readiness Programming; and Measurement & Impact to track, assess and improve programming. The Workforce Development Center has garnered considerable public support and is expected to break ground in late 2022, with workforce development programming scheduled to commence in 2024.

**Community Partners**
Collaboration is one of YouthCare’s core values: YouthCare believes that it does its best work by listening to and learning from community partners who have a similar passion for serving young people experiencing homelessness. It has worked with hundreds of community partners to ensure that young people have the hope, skills, and self-confidence needed to achieve long-term stability.

YouthCare is proud to benefit from key community partners in many areas, including Medical & Behavioral Health, Engagement & Basic Needs, Legal Aid, Employment, Education, Early Intervention & Specialized Services, Advocacy and Transitional Housing. YouthCare has key partnerships with corporate leaders, philanthropic organizations, elected officials, and other influencers in the local and national markets.

**THE OPPORTUNITY**

The next CEO will join the agency at a pivotal time of opportunity and change as they undertake the significant transformational work of:

- The Campaign for YouthCare;
YouthCare’s renewed commitment to anti-racism, equity, and addressing systemic injustices;
Developing and supporting a strong team and healthy workplace culture;
Long-term visioning and development of YouthCare’s next Strategic Plan;
Implementation of key program innovations and ways to measure and improve impact; and
Deepening YouthCare’s collaborative relationships with public and private community partners.

The next CEO will join an organization at the forefront of ending youth homelessness with a shared commitment to mission and a strong foundation from which to build the vision for YouthCare’s future.

The YouthCare Campaign gives the agency an exciting and unprecedented opportunity to significantly increase young people’s access to education and employment programs, which will provide a permanent path out of homelessness. The next leader will help lead the campaign and bring the associated programs and projects to fruition. The project has gained significant support already, is in a key location, and signifies YouthCare’s readiness to make major advances in securing the future of our youth. It will be one of the key focuses of YouthCare’s work for the next several years.

YouthCare’s Vision statement reflects its commitment to doing the hard work of addressing systems of oppression and injustice that are core causes of youth homelessness. As the new CEO develops and implements the next Strategic Plan, they will work with a committed Executive Team and staff to transform this agency into one that more fully represents the youth it serves and that fulfills and embodies the values of racial equity and justice. The CEO will center and elevate BIPOC voices and experiences and will ensure that YouthCare leads in being fully inclusive and anti-racist in its practices. The new CEO will also join other community leaders in advocating and co-creating systemic approaches that “look upstream” to repair root problems that harm our nation’s young people.

The CEO will have the opportunity to work with a passionate and committed staff that is focused on mission and dedicated to serving young people. Though the stresses of COVID-19 and leadership changes have taken a toll, these shared commitments of YouthCare’s staff are a strength and source of inspiration.

**POSITION SUMMARY**

The President & Chief Executive Officer provides overall strategic leadership and vision to the organization, and builds on YouthCare’s record of exemplary program, operational, development, advocacy, and fiscal management. The CEO leads YouthCare’s Executive Team and supports a staff team of 250 FTE and more than 1,785 volunteers. The CEO oversees an annual budget of more than $20m and assets of approximately $24m. As the "face" of YouthCare, the CEO is the chief advocate of the organization, collaborating with community leaders, partners and public officials to advance YouthCare’s mission and social justice goals, and attracting committed funders, volunteers and paid staff. The CEO works with the Board of Directors and the Executive Team to focus, clarify, and align the agency’s strategic vision with day-to-day operations.
The CEO’s key responsibilities include:

- Strategic Leadership and Accountability for Executing YouthCare’s Mission
- Organizational Management
- Resource Development and Stewardship
- Implementing YouthCare’s Commitment to Racial Equity and Social Justice
- Inspiring, developing and retaining staff and nurturing a strong team culture
- Board Relations
- External Relations and Advocacy

**CANDIDATE PROFILE**

**Passion for the mission:** YouthCare seeks an inspiring, confident, collaborative and accomplished leader with a profound commitment to the mission, vision and values of YouthCare. The next leader will build upon the success of the organization and will motivate a community of staff, youth, volunteers and partners to take part in and remain engaged with the mission of YouthCare.

**Knowledge of Youth Services:** Candidates will have deep knowledge of the operational issues, challenges and opportunities facing social services agencies, especially those addressing vulnerable young people, homelessness, child welfare, juvenile justice or similar issues. They will be familiar with the regulatory and funding environment for homeless youth services and equipped to advocate on behalf of YouthCare within this framework.

**Strategic vision and planning:** With a strong focus on strategic planning as well as emotional intelligence, candidates will be experienced in working collaboratively with a committed Board and staff to envision, develop and implement ambitious strategic directions and plans of action. Work on YouthCare’s next Strategic Plan will begin in early 2023.

**Management and financial acumen:** Candidates will have a minimum of five to ten years of progressive leadership experience in a similar-sized not-for-profit agency; experience in private or public agencies may also be considered. Candidates must have a proven track record of impeccable financial management and oversight and achieving both operational and financial goals. YouthCare seeks a strong manager, with the ability to inspire and motivate a large and diverse staff, and a proven track record of leading successful strategies to identify, recruit, develop and retain talent. YouthCare is a unionized workplace so experience working with unions will be advantageous.

**Commitment to racial equity & justice:** Candidates must have a strong personal commitment to diversity, equity and inclusion; a track record of advancing diversity, equity and inclusion in a multi-cultural organization; and the ability to work with YouthCare’s Executive Team and Board to help identify barriers and guide the organization towards becoming a fully inclusive, multi-cultural, anti-racist organization. Candidates from diverse backgrounds and with lived experience in driving equity are encouraged to apply.
Ability to nurture positive culture and teamwork: The successful candidate will be a leader who will nurture and build a healthy and diverse culture, with a shared sense of community, mutual trust and respect, and pride in YouthCare’s work on behalf of young people. Candidates will embody integrity and servant leadership and will consistently demonstrate a high regard for the ideas, skills and contributions of others. The new CEO must be self-aware and receptive to feedback; able to empower and energize the team; and quick to partner with the team’s sense of urgency, purpose and value. YouthCare seeks a leader who can manage conflict and challenges in a transparent, inclusive and calm, but firm manner.

YouthCare seeks a leader who can work effectively with a strong, but new and still-forming Executive Team, to help them grow and succeed as a team, to support their leadership in the agency, and to help guide their individual development.

External relations, advocacy, and fundraising skills: The successful candidate will be a strong communicator, with excellent public speaking, presentation and writing skills that tell a story and inspire action. They will have the demonstrated ability to establish and cultivate strong collaborative relationships with public and private partners and to advocate for policy and funding developments that benefit YouthCare’s clients and advance its mission.

Candidates will have demonstrated success in securing public and private funding and in executing capital campaigns. They must be a proven fundraiser with ability to “open doors” as well as to “close” in raising revenues through short and long-term fundraising strategies to ensure YouthCare’s fiscal stability. In addition, YouthCare seeks candidates who will collaborate with, coach and elevate other YouthCare leaders to strengthen their ties with donors and partners, in order to broaden YouthCare’s network and avoid dependency on a single leader.

Board engagement and communication: Candidates will have the ability to successfully partner with a volunteer Board of Directors. YouthCare seeks a leader who sees the Board as an ally and partner; who will communicate openly and transparently; and who will feel comfortable seeking support when needed.

A Bachelor’s Degree from a four-year accredited college or university is required.

The anticipated salary for this position is $200,000 to $220,000, plus bonus, depending on qualifications. To apply, please submit a current resume and letter of introduction to Kittleman & Associates, LLC at https://bit.ly/348sm5M (click on the Apply button at the bottom of the page).

For more information about YouthCare, please visit https://youthcare.org/

YouthCare is an equal opportunity employer. Employment decisions are based on merit and business needs and YouthCare is committed to recruiting, hiring, training, and promoting qualified people of all backgrounds, regardless of actual or perceived sex; race; color; religious creed; national origin; ancestry; age; marital status; pregnancy; nursing parent status; physical, mental or sensory disability; medical condition; genetic information; sexual orientation; gender (including gender identity or expression); military or veteran status; or any other basis protected by federal, state and/or local laws. BIPOC and Members of the LGBTQ+ community are strongly encouraged to apply. Auxiliary aids and services are available upon request to individuals with disabilities.