**Position Title:** Vice President of Regional Programming and Partnerships

**FLSA Classification:** Exempt

**Job Family:** Executive

**Reports to:** President &CEO

**Position Purpose**

The Vice President of Regional Programming and Partnership is part of the Executive Leadership team and will have overall strategic and operational responsibility for all therapeutic program and community organizing activities. This position will provide leadership to advance the strategic vision of providing high quality therapeutic programs locally, regionally and eventually extending nationally. The VP of Regional Programs and Partnerships will be responsible for a variety of significant activities including multi-county therapeutic programming operations and expansion, collaborating and communicating internally with operations, research, development & communications and fostering strong relationships and partnerships with community stakeholders. The VP of Regional Programs and Partnerships will be instrumental in ensuring consistent and effective internal processes and communications in order to strengthen therapeutic model programming services and external partnerships.

This position is responsible for oversight of clinical, operation and staffing patterns and trends with forecasting, monitoring and brainstorming input, for the purposes of therapeutic girl centered project/program development, trainings, advocacy and various initiatives for girls, families, agencies and organizations helping to elevate the work of the DBWPC to a State and National level. This position will serve as a spokesperson and advocate for all aspects of therapeutic programming and community partnerships, in collaboration with the President/CEO. The individual must be culturally competent, respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, religions, and other diversity factors in a manner that recognizes, affirms, and values the worth of the girl, her family, and staff of Model Programming, participating fully in culture building and sustaining of DBWPC, Inc.

**Essential Functions**

* Supervises Therapeutic Model Programming Managers and ensures they are meeting their essential functions as well as, supporting staff in providing Girl Centered and therapeutically responsive services.
* Expand and oversee therapeutic model programming in multiple counties and regions
* Ensure and safeguard the well-being and rights of the girls and families served by DBWPC, Inc. through fiscally responsible, best therapeutic practices and contractually, ethically and legally sound therapeutic programming services.
* Girl-Centered, Culturally Competent and responsive supervision and participation in Model Programming and at DBWPC, Inc.
* Develop and implement with support of program managers all needed policies and procedures to ensure all services and documentation are aligned with the mission and values of DBWPC, Inc.
* Maintain strict confidentiality guidelines regarding all clients, conversations and referrals
* Work with their team to extract patterns, trends and system and service gaps related to the needs of girls, families, community partners and community to ensure programs address identified needs.
* Work closely with the research team to provide ongoing support and reflection.
* Work closely with the leadership team to provide ongoing support, reflection and a continuous chain of communication to inform research, advocacy and programming efforts.
* Manage program spending based on budget per contract and grant requirements.
* Collaborate in developing innovative ideas for new grant concepts and programming models to continue to elevate the needs of those we serve; ensures execution of the project activities in accordance with the criteria outline in the contracts and grants
* Builds key collaborative relationships with community partners.
* Establishes effective communication and working relationships with community partners
* Develops and conducts training and technical assistance, and presentations
* Ensures the completion of reports in accordance with established policies and procedures, grants and requests
* Keeps others informed of work progress, schedule, and other relevant information
* Supports all initiatives of the DBWPC, Inc.
* Works in strong partnership with the CEO elevating the mission and strategic direction of DBWPC, Inc.
* Collaborate with others to create Model Programming in communities.
* Develop plans and projects based upon the needs of the community access on an on-going basis.
* Ability to determine the highest need area to meet goals and work on multiple projects simultaneously
* Ensures program activities are implemented in accordance with the mission, vision, values and philosophy and policies set forth by DBWPC, Inc.

**Secondary Functions**

* Supports organizational fundraising efforts, including but not limited to events and donor cultivation

*Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions listed above.*

**Required Knowledge, Skills and Abilities**

Organizational:

* Understanding of Girl-Centered Principles – Understands or willing to learn girl-centered principles and is willing to grow in knowledge of these principles, ensuring practical application for all areas of responsibility
* Growth-Mindset – Receptive to feedback, willing to learn, embraces continuous improvement
  + Ability to motivate and engage staff in embracing continuous improvement and reflective practice through supervision, training etc.
  + Ability to coach staff to grow and engage in professional development and growth opportunities. Understands when to grow, when to sunset, when to network and when to support existing structures
* Solution-Oriented – Ability to bring possible solutions when presenting obstacles or challenges to supervisor
* Innovative- Ability to utilize research to continue to grow and enhance model programs and regional relationships

Individual:

The VP has an Inclusion and anti-oppression lens alongside knowledge of girl-centered work and research:

* Demonstrate cultural awareness and sensitivity
* Ability to effectively navigate the juvenile justice and child welfare systems
* Support and work in alignment with DBWPC Diversity , Equity and Inclusion committee
* Understand the causes and symptoms of mental health issues
* Understand the specialized needs of victims of human trafficking
* Understand family dynamics
* Understand the impact of trauma
* Understand crisis management
* Understand the impact of race, culture and oppressive systems on girls
* Ability to manage grant and contract requirements
* History of implementing new programs and services

The VP is a solutions, strengths and values based leader who listens & resolves conflict effectively:

* Demonstrating analytical and problem solving skills
* Demonstrate sound work ethics

The VP is an effective, transparent communicator and efficient manager:

* Demonstrate sufficient computer, writing, stress management, facilitation and teamwork skills
* Demonstrate attention to detail
* Demonstrate ability to work with minimal supervision within a collaborative team culture
* Ability to effectively manage multiple projects and demands simultaneously
* Ability to be flexible and pivot direction with little notice

**Required Education and Experience**

* Master’s Degree in Social Work, Mental Health Counseling, Public Administration or related field
* Minimum 5 years advance supervisory and progressive leadership experience in a behavioral health nonprofit organization
* Minimum 3 years’ experience in therapeutic program development and management in a child welfare, criminal justice social service, behavioral health or school setting
* Demonstrated ability to establish and maintain effective relationships and partnerships with key stakeholders
* Demonstrated ability to provide oversight and execute projects on time and on budget based on project and grant requirements
* Demonstrated ability to work with community leaders, agency leaders and programs.
* Demonstrated ability to problem-solve and work effectively with others from a variety of cultures and background.

**Preferred Experience**

* Advanced work in therapeutic programs, community networking, and direct service with girls and young women and their families.
* Demonstrated experience in leading and managing complex projects that are strategic in nature and national in scope
* Grant writing and implementation experience.

**Supervisory Responsibility**

This position oversees the therapeutic Model Programming department and will also lead internal meetings when CEO is unavailable. Supervisory responsibilities includes providing direct supervision to three managers and indirect supervision through their managers to clinicians, survivor mentors, regional advocates, care managers, graduate level and undergraduate interns.

**Work Environment/Demands**

This position operates in multiple environments, including professional offices, locked detention facilities, schools, and community sites with varied levels of accessibility, including climbing different number of stairs.

* This position routinely uses standard office equipment such as computers and phones.
* This position transports supplies such as clothes, books, art materials, and food.
* The position occasionally has to pick-up, items up to 20 lbs.
* This position often requires repetitive hand and wrist motions.
* This position often requires moving around from place to place to accomplish tasks, while stooping or stretching.
* This position requires remaining stationary in a sitting or standing position occasionally.
* This is a highly communicative position, requiring constant communication to exchange messages with clients, staff and community members.
* This position requires a constant ability to assess the level of accuracy, neatness and thoroughness of the work assigned.

**Position Type/Expected Hours of Work**

This is a full-time position. The nature of the work sometimes requires employee engagement outside of traditional office hours, including evenings and weekends.

**Travel**

This position occasional travel throughout the Jacksonville metro area, surrounding counties, throughout the State of Florida and Nationally.

**Work Authorization/Screening Requirements**

DBWPC participates in E-Verify. Upon offer and acceptance of employment, DBWPC, Inc. will provide the federal government with the hired individual’s Form I-9 information to confirm that the individual is authorized to work in the U.S.

The employee who fills this position is required to complete fingerprint-based AHCA Clearinghouse background screenings for the Florida Department of Juvenile Justice (Caretaker) and the Florida Department of Children and Families (Mental Health.)

**AAP/EEO Statement**

The Delores Barr Weaver Policy Center is committed to building a diverse staff that reflects the populations served by its programs. We strongly encourage applications from qualified individuals of color and qualified individuals who identify as lesbian, gay, bisexual, transgender, and/or gender non-conforming.

DBWPC, Inc. is an equal opportunity employer and does not discriminate in the terms, conditions, or privileges of employment on account of race, age, color, sex, religion, national origin, gender, sexual orientation, gender identity, gender expression, marital status, age, veteran status, physical or mental disability, or otherwise as may be prohibited by federal and state law. DBWPC, Inc. complies with applicable federal, state, and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

**Other Duties**

This job description is not intended to contain a comprehensive listing of the duties and responsibilities that are required of the employee who fills this position. Duties and responsibilities may be adjusted at any time to best fit the needs of DBWPC, Inc.

If you are eligible, meet the requirements and are interested in this position, send your resume and cover letter to [careers@seethegirl.org](mailto:careers@seethegirl.org) with VP of Programming in the subject line.