



YOUTH INITIATIVE MANAGER POSITION DESCRIPTION

JOB TITLE: Youth Initiative Manager
CLASSIFICATION: Full-time, Exempt
HOURS: 40 hours per week, Occasional Weekend and Evening Hours Required
SALARY: \$82,000; Competitive Benefits Package
REPORTS TO: Programs Director

POSITION SUMMARY

LandPaths seeks an individual with a passion for building a diverse, healthy and whole community connected with the land. The ideal candidate is driven, energetic and creative; excels in an active work environment, is committed to equity in access to nature, and loves the outdoors. The Youth Manager will provide overall strategic vision and expertise to LandPaths' *Rooting Youth in Nature* initiative, enrich all programs with education and interpretive excellence, and lead youth staff with a culture of shared learning and growth. The Youth Manager will represent LandPaths in the community, and build partnerships with other education, and youth organizations and institutions. The Youth Manager will be an active, engaged member of the "Leadership Team," participating in successful accomplishment of strategic goals across the organization. All work will consider and be accomplished through the lens of DEIAA.

Specifically, the Youth Manager will oversee staff to lead LandPaths' *In Our Own BackYard*, *Inspired Forward*, *Camps* and other youth-based programs through strategic goal setting, planning and evaluation. The Youth Manager will maintain program excellence including relevance with the communities we engage, changing educational standards and other youth-related needs in-school, after-school, and summer programs, for example: youth development through strength-based approaches, mental, emotion and physical health, Next Generation Science Standards, Common Core, and California Environment and Education Initiative. The Youth Manager will contribute in a leadership role to the Sonoma Environmental Education Collaborative and the Environmental Pathways Project.

POSITION DUTIES

Leadership

- Assess current Youth programs, including curriculum, program delivery, and evaluation for excellence, develop multi-year youth vision and strategy aligning with LandPaths' Strategic Plan and Equity Plan
- Active participation in the Leadership Team, responsible for all LandPaths initiatives, including cross-initiative communication
- Become knowledgeable and conversant in all aspects of LandPaths' mission, strategic plan, preserves and community programs
- Present to community and larger public forums, articulating LandPaths' positive impact on youth education and development

- Develop and deepen through active listening and mutual understanding, relationships to expand the network supporting and advancing LandPaths' youth and education goals
- Cultivate, participate and take leadership roles in community partnerships, collaborations, and initiatives that advance outdoor-based youth programs, environmental education and youth well-being in the County
- Represent LandPaths in the community throughout the county, aligning LandPaths' work with larger County-wide collective impact efforts

Management

- Hire, mentor, motivate, review and retain a high performing team; ensure team is prepared to contribute at their highest level; hold all team members accountable, and ensure they have the knowledge, skills, ability and resources needed to succeed
- Develop, manage, and assess budgets; determine the most effective use of staff time and resources to ensure program excellence and progress on budget and within strategic priorities
- Support fundraising including grant proposals
- Provide contract and successful grant oversight and reporting

EXPERIENCE AND QUALIFICATIONS

- A genuine passion for connecting people to land and for equity in access to nature
- Experience in leading and managing staff, programs, budgets
- Strong management skills with an entrepreneurial spirit
- Demonstrated ability to integrate curriculum standards, cultural relevancy and youth best practices into impactful programs
- Experience working with youth and marginalized communities
- Excellent interpersonal skill; self-aware, with an ability to have tough conversations to build community
- Strong communication skills: articulate with proven ability to write effectively and speak persuasively
- Strong familiarity/background with the communities that comprise Sonoma County
- Bi-lingual and/or having a significant cross-cultural experience, cultural competency training
- College degree or significant relevant work experience

ATTRIBUTES

- Embrace LandPaths' values, inclusive of our commitment to fairness and equity
- Thrives in a creative, problem-solving atmosphere of shared leadership and unrelenting drive to improve
- Curious; enjoys learning and supporting the work of others
- Works best in busy work environment, managing multiple variables with divergent goals
- High integrity and strong commitment to program and organizational goals
- Confident in area of expertise, flexible, and able to engage with new ideas and approaches
- Enjoys and expresses joy as part of a positive work environment

COMPENSATION

Salary for this position begins at \$82K. LandPaths' compensation includes health and dental coverage, retirement savings, and generous leave package.

TO APPLY

Send a brief cover letter and resume to hr@landpaths.org with Youth Manager in the subject line. Deadline to apply is Wednesday, August 16, 2023.