



# New Beginnings

## **Executive Director**

### **Organization Information**

Each year, New Beginnings provides 700 children, youth, and families in Maine with opportunities for the safety, connection, and growth that all people need to thrive. Whether a young person is facing a night on the streets for the very first time, or has been surviving on their own for years, New Beginnings can help.

New Beginnings began serving youth in 1980 by opening an emergency shelter for runaway and homeless teens. From humble beginnings, the agency has grown to employ 40 staff working at sites across 3 counties, with an annual budget of \$2.5 million. New Beginnings' spectrum of housing, family mediation, counseling, educational support, and outreach services prevent young people from becoming homeless, support struggling families, and help vulnerable youth grow into stable and healthy adults.

New Beginnings' innovative model of care combines positive youth development and harm reduction with approaches that recognize and respect the unique cultures, trauma, and strengths of the people we serve. We value our dedicated employees, who create the caring and trusting relationships that are at the heart of our work and that bring about change.

### **Position Details**

The New Beginnings Board of Directors is seeking an established or emerging leader to build on 3 decades of high-quality services rooted in progressive values and social justice. The previous Executive Director, in partnership with an experienced Management Team, grew the organization from a single program to the full range of services it provides today.

The new Executive Director will build on that legacy of effectiveness and passion for serving youth – ensuring that the agency's history is honored while leading the organization into the future. The E.D. will advocate for and be accountable to the youth and families New Beginnings serves. As the agency's primary spokesperson, s/he will demonstrate and communicate that New Beginnings is successful when the youth and families we serve are stable, connected, and thriving.

### **Job Responsibilities**

The Executive Director is responsible for the overall vision, management, and leadership of New Beginnings, starting from a culture based on integrity, compassion, and hard work. The new leader will drive these strategic priorities identified by the Board:

- Work with the Board and staff to institute a strategic plan that strengthens the agency's continuum of programs and identifies new opportunities to expand the impact of its model of care for vulnerable youth and families in Maine
- Strengthen connections and collaborations with stakeholders and potential supporters on the local, state, regional, and national level
- Manage and expand public revenue streams; cultivate an increasingly diverse base of private funding
- With the Management Team, inspire high performance through staff development, empowerment, and accountability

## **Qualifications**

The ideal candidate will be a proven leader with solid organizational experience, an innovative spirit, and the ability to embrace and manage change. Qualities the Board is seeking include:

- Strong leadership skills with a philosophy and style that recognizes internal talent and encourages creativity, growth, collaboration, inclusion, open communication, and a focus on results
- Strategic thinker with the ability to set goals, develop plans, design strategies, and evaluate progress toward outcomes
- Skilled in community engagement and collaboration with an appreciation for diverse cultures
- Excellent communication skills; confident and inspiring spokesperson
- Nonprofit business acumen and the ability to develop new revenue sources
- Bachelor's degree required; graduate degree in related field preferred
- Minimum of five years of organizational management experience

*Full Job Description and position requirements available at [www.newbeginmaine.org](http://www.newbeginmaine.org)*

Competitive salary and a comprehensive benefits package including employee health insurance, retirement contributions after 2 years, support for professional development, and generous paid time off.

No phone inquiries, please. Resumes will be screened through 4/22/2016.

**Please email cover letter and resume to: [search@newbeginmaine.org](mailto:search@newbeginmaine.org)**

*New Beginnings is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply.*