

## MANAGER, YOUTH PROGRAMS

Are you longing to make an impact using your strategic program development and implementation skills? Do you want to use your talents to make a difference in the lives of young people who grew up in the foster and government care system? Are you full of ideas to help maximize their potential and create a more hopeful, happy future regardless of their background? If you've answered yes, we'd love to talk to you!

### About AFABC

For more than 40 years, the Adoptive Families Association of BC (AFABC) has been dedicated to providing ground-breaking programs for families, children, and youth. We also help find families for the hundreds of children and youth in the care of the Ministry of Children and Family Development who are waiting for a permanent home.

We strive to inform, support, educate, and connect everyone in the adoption and permanency community. We welcome prospective and waiting adoptive parents and guardianship, kinship, moral, and custom adoption families, as well as those formed through legal adoption.

Our head office is located on the ancestral, unceded lands of the səliłwətaʔ (Tsleil-Waututh), Sk̓wxwú7mesh Úxwumixw (Squamish), and xʷməθkʷəy̓əm (Musqueam) Nations. AFABC is committed to listening, learning, and participating in reconciliation.

### Position Summary

AFABC is committed to providing the connections and resources youth need to thrive as they enter adulthood. We are looking for a visionary, entrepreneurial leader, preferably someone with lived experience with the care system, to design effective programming that provides meaningful support to young people in and from care.

The Manager, Youth Programs will contribute to the strategic direction of youth programming and manage the partnerships and team members required for quality implementation. The ideal candidate will have at least five years of progressive experience in management roles. Strong, demonstrated management skills are a must, as well as a track record in developing and implementing innovative programs, preferably with a technological element.

This position will supervise one coordinator and report to the Director, Programs & Services. They will also engage with a wide range of external stakeholders. The position will be home based but the candidate should live in the Lower Mainland and be willing to travel (post-COVID). Lived experience as youth in care, or working with young people from the care system, is preferred. AFABC offers a competitive salary and a friendly, purpose-driven work environment.

We are currently in a growth phase and looking for a candidate ready to contribute new ideas that will ultimately give young people a more hopeful, happy future.

AFABC works in close partnership with the Ministry for Children and Family Development and has for several years been providing youth in and from care with support through the platform AgedOut.com. Looking ahead, AFABC will develop more partnerships with indigenous-led organizations, community groups, service providers and funders to provide a broader array of services to vulnerable young people in British Columbia.

## Major Duties and Responsibilities

Contribute to multi-year strategic planning, including the selection of programming priorities and targets, with a particular focus on Agedout.com

Develop and maintain partnerships with organizations and individuals with shared priorities around youth service delivery, including but not limited to Governments, Delegated Aboriginal Authorities, community service organizations, advocacy groups, communities of practice, front-line youth workers, and donors.

Eventually recruit and retain a larger youth team, based on securing future funding as the program grows; will be expected to set clear direction, manage performance, encourage professional development, and ensure high morale

Responsible for building the infrastructure and programming for the department including hands on development and implementation of program deliverables

Provide ongoing direction and support for key programs including AgedOut, bursaries, and Stepping Stones.

Ensure transparent, timely reporting on results to both internal and external stakeholders, as identified by the Director, Family Programs & Services

Develop quality assurance processes, including clear performance metrics and measurement systems, regular feedback from youth served by the program, and internal workshops aimed at reviewing and adapting to data.

## Minimum Qualifications and Skills

Post-secondary education in a related professional discipline, or a relevant combination of education and experience

At least 5 years of progressive experience in management roles

At least 3 years of project management experience, preferably related to youth programming.

At least 3 years' experience developing and implementing innovative programs preferably with a technological element

Must also have:

Outstanding professionalism, purpose-driven and guided by values

Strong management skills, prioritizing the well-being and development of the team

Experience working with technological platforms

Direct experience working with youth in and from care as well youth adoptees.  
Proven ability to cultivate and maintain professional relationships with external organizations and individuals  
Experience with results-based management systems  
Preferably lived experience with the adoption and permanency system

AFABC is an equal opportunity employer. We are committed to creating an environment that embraces and welcomes individuals' uniqueness by valuing and respecting their talents, skills, and abilities to the benefit of the collective whole. We recruit, employ, train, compensate and promote regardless of race, religion, colour, place of origin, sex, sexual orientation, disability, age, and any other protected ground under The BC Human Rights Code. At AFABC, all qualified applicants will receive consideration for employment.