



POSITION ANNOUNCEMENT EXECUTIVE DIRECTOR

Youth Enrichment Services Inc. (YES), a \$1M non-profit corporation headquartered in Boston, MA seeks a talented and influential Executive Director committed to youth development to lead the organization through a period of significant transition as it continues to expand its services to the community.

For 36 years YES has inspired and challenged urban youth with physical and mental activities that foster the belief "Yes I Can!" creating a life-long respect for self, others, and the natural environment. Youth involvement in YES provides opportunities to develop self-confidence, leadership and job skills through participation in outdoor activities such as skiing, snowboarding, hiking, and biking. Supported by positive, sustained interaction with dedicated adult volunteers (150 strong), YES enables youth to experience mastery, independence and belonging, the building blocks for individual resilience and positive youth development.

Currently between 1,500 and 2,000 youth, aged 8-18, participate in year-round programs: Operation Snowsports, Outdoor Adventure, and YES Academy. The academy is a new curriculum-based after school program that includes an eco-team, a ski racing team, a girls outdoor leadership component, a college scholarship fund, and job training and apprenticeships. For additional information about YES and its programs, please go to www.yeskids.org.

Our vision of YES' future is to be our region's most rewarding and challenging outdoor sports and experiential education center for a large number of urban youth, widely recognized in the community as a safe space for youth to engage in a continuum of positive activities and quality experiences that foster character development and physical fitness, and for our exceptional focus on youth building strong relationships with positive role models.

Opportunities and Challenges

As with any nonprofit organization, Youth Enrichment Services has been moving through a series of particular life cycles. The next Executive Director should be prepared to work with Board, staff, and volunteers to lead YES through the shift that is already underway from an early stage of organizational development to an even more efficient and effective nonprofit. As part of the natural growth of YES to its next level of organizational development, the chief executive will have the challenge of allocating limited resources to build increased capacity at all levels.

The organization has been governed by a close-knit, 5 person Board of Directors with additional support from a 19 member Board of Trustees. The Directors are currently enlarging the Board of Directors by drawing on members of the Board of Trustees who have served as passionate volunteers and supporters. As co-founder Mary Williams retires and as the long-term Board Chair completes his service in 2009, additional attention will be paid to the development of this new, enlarged Board of Directors; effective communication and documented, transparent processes will be increasingly important. All of this is being done with the intention of preparing the organization for a new balance of responsibility and authority.

Consistently marketing who we are, what we do, how we do it, and why we do it to the public at large, our partner organizations and to YES' internal community of parents, young people and

volunteers will be a key challenge in the coming years to ensure that programs reach the intended youth population and remain affordable to a diverse economic population. Creatively utilizing technology to facilitate communication, increase efficiency, and enhance the future of the organization will be an essential part of meeting that challenge.

Building financial resources for YES is paramount. The next Executive Director will need to play an active role in fundraising as well as help the Board continue its strategic recruitment of new Board members, assuring that the Directors have a keen understanding of their fundraising responsibilities and a clear grasp of the key and essential role that fundraising plays in the success of a nonprofit.

The departure of a long-term executive and co-founder is no small matter. The Board, staff and community recognize the challenge that stepping in after Mary William's 36 years of leadership represents for our next Executive Director. It will take familiarity and listening, before thoughtful and considered progress can be implemented. As the next chief executive moves YES forward, he or she should recognize and embrace the important values of inclusiveness, warmth and integrity that have been nurtured from the organization's beginning.

Responsibilities

The Executive Director serves as chief executive officer, leads a five-person management team, and as such, reports to the Board of Directors and has overall responsibility for the strategic, financial, programmatic, and management operations of the organization. In addition to internal management functions, the Executive Director serves as primary ambassador to the broader community: raising funds; cultivating relationships with donors; interacting with the media; and representing the community we serve. The Executive Director will be expected to build on YES' excellent reputation, focus its strengths and visualize ways to leverage and increase its impact.

The Executive Director provides strategic leadership assuring that the organization has a long-range strategy which achieves its mission, and toward which it makes consistent and timely progress. S/he works with the board and management team to identify and set priorities, areas for improvement, and opportunities for institutional growth and increased impact. In addition, s/he manages relationships with the board, and helps identify potential new board members and assists in their recruitment, orientation and ongoing engagement in their board responsibilities.

The chief executive oversees all company communications including web site and public relations/marketing efforts in conjunction with the board, staff, volunteers and consultants. The executive is responsible for raising the profile of YES through ongoing networking, cultivation of media contacts, and interaction with foundation representatives, academic leaders, nonprofit agency representatives, and community and business leaders.

In revenue and fund development, the Executive Director will expand fund development efforts, including cultivation and stewardship of individual, foundation and corporate donors, and solicitation of major gifts. In partnership with the board and fundraising consultant s/he will identify and plan for capital and endowment fundraising needs and provide leadership in developing plans and strategies to meet those needs.

Internally, the Executive Director leads and supports the management team, is involved in programs to foster trust and maintain positive morale and a sense of teamwork among all staff and volunteers, and ensures required skills and competencies across functional areas; this includes maintaining a climate that attracts, keeps, and motivates a diverse staff with high leadership skills.

Qualifications

The Executive Director must be both a visionary and a strong manager with the ability to lead and inspire youth, staff and volunteers. A passion for working with youth and an outdoor enthusiast is

key as is being respectful & culturally sensitive to members of all races, genders, classes, and those of different abilities.

The Board of Directors is seeking a person of integrity who is able to build trust by demonstrating ethical behavior and personal authenticity; an effective communicator and supportive coach to reach out in unrestrained fellowship to listen to, mentor, and inspire others to work collaboratively toward a common goal.

YES' Executive Director must be an exceptional communicator, able to distill varied sources of information affecting YES' success, and communicate clearly and effectively with multiple constituencies within and external to the organization, including donors, ski industry leaders, alumni, other community leaders, educators and the media.

The ideal candidate will possess the following professional and personal qualities:

1. Bachelor's Degree and a minimum of 8 years of experience in progressively responsible leadership positions with knowledge of best practices in financial management, human resource development, nonprofit fund raising, public relations and marketing, facilities and technology management.
2. Experience in youth development and youth advocacy, preferred.
3. Successful experience in financial management, including preparing and reading financial statements, grant management, budget development and management.
4. Demonstrated success in fundraising and revenue generation, especially for small nonprofits; success developing relationships with individual donors, foundations, small business and corporate givers.
5. Experience in board relations and supporting board leadership; skilled at earning respect, building consensus, and building the board/ED partnership.
6. Success bringing visibility to an organization; strong networker/communicator with the ability to tell the story of the agency.
7. Experience working with people from different backgrounds and perspectives.
8. Adept at the use of technology to share knowledge within the agency and to enhance the future of the organization.
9. Experience building collaborations/alliances with other people and institutions.

Compensation

The compensation package is based on meeting job qualifications and is competitive with comparable nonprofit organizations in the region. YES offers a competitive and flexible benefit package.

To Apply

Interested individuals should address their resume in confidence with cover letter and salary requirements by August 18, 2008 to:

Suzanne Maas
Leadership Transitions
Box 54, Whitinsville, MA 01588
smaasconsulting@verizon.net

Electronic submission of materials is strongly encouraged.

YES is an Equal Opportunity Employer and is committed to recruiting a broadly diverse pool of candidates for this position.