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your mission. our passion.

Dear Friends,

As we announced earlier this year, after more than a decade at the helm of the Center for Children & Youth Justice, I will retire later this year, after a successor has been identified. Thanks to our dedicated partners and to continued support from dedicated people like you, we are seeing results in juvenile justice and child welfare that, ten years ago, we would have thought impossible. I am excited by what CCYJ is poised to accomplish in the next ten years by continuing with our partners to use evidence-based research, shared education, and commitment to date-driven practice, to create better lives for generations of children and youth!

CCYJ's Board has appointed a Search Committee, led by board chair Ellen Dial, to oversee a national search and ensure a smooth and successful recruiting process to bring on a new President/CEO. Please share this position description and encourage qualified, passionate candidates to apply**.** The search is being led by Campbell & Company. You may send nominations and applications to djf@campbellcompany.com.

We value your input and want to hear from you!

The road ahead will be both exciting and challenging, but CCYJ is stable, sound, and well positioned to continue the important work that still needs to be done. Please stay tuned for an invitation later this year to introduce our new President/CEO to the community.

Very truly yours,

Bobbe J. Bridge

Justice Bobbe J. Bridge, ret.
Founding President/CEO

President/CEO

Position Guide

About The Center for Children & Youth Justice

Though more than 50,000 children and youth are involved in Washington State's child welfare and juvenile justice systems every year, these systems often don't support their needs. The Center for Children & Youth Justice (CCYJ) was founded with a singular mission: to change the systems that are responsible for our state's most vulnerable young people. CCYJ is dedicated to reforming these systems so that all young people can learn, grow, and thrive, receiving every possible opportunity to succeed. It is CCYJ's goal that every child who enters these systems will be protected and nurtured, emerging better prepared to achieve their dreams, and that by making the right resources available, more children and youth will be diverted from entering these systems in the first place.

Through research, collecting data, and listening closely to children, their families, practitioners, and advocates across multiple systems, CCYJ helps identify gaps, disparities, and barriers. It shares evidence-based and proven practices, bringing together experts, policy-makers, birth and foster parents, young people, law enforcement, the courts, and communities. It develops trainings and policies that are designed to assure an environment of fair and unbiased decision-making so that systems are more equitable and more effective. CCYJ creates partnerships, and advocates for change. It fosters prevention and early intervention approaches, often enhancing coordination and collaboration across multiple jurisdictions and disciplines.

CCYJ is not a direct service provider. It works to effect reforms that are permanent, meaningful, system-wide and replicable. CCYJ leads innovation through developing pilot projects that test new ideas and interventions. Once a project is proven successful, CCYJ will find a path to embed this model for change within government agencies, the courts, law enforcement, or other organizations that should carry that work on. CCYJ then moves on to incubating the next project.

CCYJ has an extraordinary record of accomplishment in generating lasting change through the programs, practices, and laws that it has pioneered and championed in its initial years. With much more work to be done, CCYJ's Board of Directors has envisioned a strategic plan that will take advantage of CCYJ's current strengths and opportunities and expand its impact, visibility, capacity, and sustainability in the years ahead.

Long-Term Vision

Through the work of CCYJ, fewer children and youth will need to enter Washington's juvenile justice and child welfare systems. Those children and youth who are involved in the juvenile justice, child welfare and related systems will maximize their potential to become more successful and productive members of their communities. They will have the support of integrated systems staffed by highly skilled practitioners, utilizing research-based practices, in an environment of fair and unbiased decision-making.

Mission

The mission of CCYJ is to advance justice for, and enhance the lives of, children and youth through juvenile justice, child welfare, and related systems reform.

Key Info

***$3 million annual budget** (2018)*

***19 staff** (2018)*

Visit CCYJ: www.ccyj.org

Former Washington State Supreme Court Justice Bobbe J. Bridge's lifetime commitment to children and youth led her to found CCYJ in 2006. After a more than a decade of outstanding leadership, Justice Bobbe Bridge will retire in 2018 as its Founding President/CEO. During her tenure, CCYJ has become a strong, vital organization with a dedicated staff that is unsurpassed in its expertise and passion for systems change. CCYJ seeks a new President/CEO who is equally dedicated to and passionate about improving the lives of young people now and in future generations by helping to ensure the systems with which they interact treat them fairly, use best practices, and enhance their opportunities to thrive.

About This Position

The President/CEO, a highly successful innovator in championing and leading vital systems change, provides visionary leadership and direction for the Center for Children & Youth Justice. This inspiring leader will mobilize broad-base support to tackle systems reform by convening experts and stakeholders who can identify gaps and effect long-term change, and will be able to connect with community leaders and drive fundraising efforts. Reporting directly to a 19-member Board of Directors, the President/CEO provides subject matter expertise and resources for convening leaders and incubating innovative research, policy, training, and projects that serve as models for reform.

Responsibilities

The President/CEO will have the following primary responsibilities:

OPERATIONAL LEADERSHIP

- Provide visionary and strategic leadership, and momentum in advancing CCYJ's systems reforms and projects
- Provide expertise, inspiration, direction, and leadership for CCYJ's dedicated staff, including the executive team
- Support staff development, and maintain an environment that inspires, attracts, retains, and motivates a diverse team to further CCYJ's vision and mission
- Implement CCYJ's new strategic plan to advance the organization

FUNDRAISING

- Drive philanthropic revenue to support CCYJ's operations, growth, and vitality
- Continue to build a sustainable fundraising platform that increases unrestricted philanthropic revenues
- With an eye towards CCYJ's recently adopted Development Plan, develop sustainable, diversified revenue streams to enhance and support the organization's mission and goals
- Identify, cultivate, and solicit new sources of revenue and steward existing donors and prospects

BOARD, EXTERNAL AND STAKEHOLDER RELATIONS

- Convene and work in partnership with government officials, youth, parents, advocates, service providers, courts, law enforcement, school leaders, system professionals, and policymakers; serve as the key spokesperson for the

organization; raise awareness and enhance understanding of outcomes, disparities, and the need for reforms

- Together with staff, consultants, and the Board Communications and Marketing Committee, plan, develop, and implement a marketing and communications strategy that helps CCYJ accomplish its mission of juvenile justice, child welfare and related systems reform by inspiring, engaging and calling to action partners, supporters, volunteers, and donors
- Maintain and enhance vibrant, productive relationships with CCYJ's board, staff, and stakeholders
- Work closely with, and support, CCYJ's Advisory Council that supports CCYJ's mission
- Work closely with, and support, CCYJ's Youth Advisory Council that supports CCYJ's mission

Qualifications

The ideal candidate will possess many of the following qualifications:

- A deep and authentic passion for CCYJ's mission
- A background in working with diverse communities
- A substantial track record of leadership in juvenile justice, child welfare, mental health systems, and related systems at the federal, state, regional, and/or local levels
- Experience in achieving impact through complex systems review, assessment, and development of improved practice models and public policy, convening and leading interdisciplinary teams
- Experience evaluating (or managing evaluations of), and improving, outcomes, addressing inequity and disparities across populations and communities

- History of collaborating with agencies, service providers, lawmakers, researchers, academicians, and judicial and law enforcement personnel
- Strategic and transformational leadership known for innovation, high integrity, knowledge, expertise, and political astuteness
- Ability to develop, inspire, mentor, and lead highly committed teams
- Proven success in building productive and long-term relationships with a wide range of constituencies with an ability and/or willingness to secure philanthropic support and revenue
- Superb interpersonal, motivational, and communication skills, including strong written, verbal, and presentation skills
- A bachelor's degree (at the minimum), and preferably a juris doctorate and/or related advanced degree

Application

The Center for Children and Youth Justice offers a generous compensation and benefits package. Inquiries, nominations, and applications are invited and treated confidentially. The team for this project includes Marian Alexander DeBerry, Daniel Fissinger, and Dan Nevez. To be considered for this opportunity, please send a letter of interest and resume to:

Daniel Fissinger
Consultant, Executive Search
djf@campbellcompany.com
(312) 506-0062 direct

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One East Wacker Drive, Suite 2100
Chicago, IL 60601

CCYJ values a diverse workforce, and encourages applications from communities of color and individuals with life experience in the criminal justice and child welfare systems.

The Center for Children & Youth Justice is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.