



Director – Children, Youth and Families Department Career Opportunity



1600 NW Stewart Parkway
Roseburg, Oregon 97471



@FordFamilyFound

tfff.org/careers

Contact

Laura Crosier
lcrosier@tfff.org

The Ford Family Foundation is focused on ensuring that children have the family, educational and community supports they need to succeed in life. We are committed to the rural communities of Oregon and Siskiyou County, California with investments in rural community-building, grantmaking and scholarships.

The Foundation was created in 1957 by the late Kenneth W. Ford, founder of Roseburg Forest Products Co., and Hallie E. Ford. Grants were made annually to charitable organizations in three core counties where the mills were located – Douglas and Coos counties in Oregon, and Siskiyou County, Calif. Currently, the Foundation employs 56 staff members.

Purpose

The aim of the Children, Youth and Families (CYF) department is to increase the number of children in rural Oregon and Siskiyou County who are thriving, supported, and prepared to transition successfully to adulthood. We believe that it takes sustained and integrated support to meet the complex needs of children and families, and this leads us to make investments across multiple sectors and to focus on building trusting relationships among different program providers. We also believe that systems serving children and families are stretched thin in rural communities but coordinated networks and relationships can strengthen the functioning of the entire system.


The Director will help translate this understanding into philanthropic investments (grants, research, convenings, technical assistance) that build capacity in our rural communities and show impact for those we serve. Engaging our team of program officers, this work spans early childhood, early education and K-12 fields with strong complimentary investments in family supports and abuse prevention systems.

Reporting to the Vice President of Programs, the Director is a strategic leader responsible for articulating and communicating a compelling vision for programmatic work, fostering relationships with diverse stakeholders, and championing fresh thinking to optimize the impact of foundation resources. The role involves providing leadership across program development, execution, and performance measures, as well as cultivating a high-impact team. The Director role leads efforts in evaluation and learning, creating systems for sharing insights, and representing us in external relationships. The Director will demonstrate expertise in the field of children, youth and families, possess exceptional management skills, and have a passion for our mission. The Director plays a key role in aligning program goals,

strategies, and budgets, and works closely with the other program directors to design and execute organizational program strategy. The Director will build on existing work, importantly those tailored to the rural context where we work, guided by local data and community voice and national best practice and research.

This job is located at the Foundation's office in Roseburg and requires occasional travel and work outside normal business hours, including some evenings and weekends. Currently, Foundation staff have a hybrid schedule, working two (or more) days in the office and three days from home.

The annual salary range for this role is \$175,000-\$185,000, depending upon experience. Our excellent benefit package includes health and dental insurance, health savings account, generous retirement plan, paid time off, holidays, matching gifts program, access to an employee assistance program, professional development opportunities, rejuvenation leave and more. Performance and compensation are reviewed at least annually.



To apply, please email your letter of interest and resume to **Laura Crosier, Human Resources Manager** at lcrosier@tfff.org
Deadline to submit materials is Friday, November 8, 2024, 4:00 pm.

The Role

- Manage and support department recruitment, retention and development of the highest quality staff; oversee staffing structure and ensure alignment with organizational strategy. Directly supervise 6 of 9 CYF staff, including one field-based.
- Guide and implement the strategic direction set by our Board for the shared organizational strategies while maintaining and extending the legacy of our founders.
- Lead role in design, implementation and sharing of Foundation's strategy in support of pre-natal to age 18 children and their families including evaluation internally and externally. Continually support strategy refinements to increase impact.
- Structure program work to ensure that annual budget allocations are met (approximately \$11-12M/annually).
- Participate as an active member of senior leadership team and support cross-cutting, collaborative work across the foundation. Develop and maintain strong working relationships with other Foundation departments, including Rural Community Building, Postsecondary Success, and Community Economic Development, to build integration and cross-program initiatives that amplify the Foundation's impact.
- Create a positive, respectful, productive work environment, foster teamwork within the program and across departmental teams and shared ownership for results. Work closely with staff to ensure portfolios are advancing strategic goals. Mentor team members to leverage their expertise and provide them with ongoing professional development.
- Participate in high-quality Board learning sessions, keep Board members informed and engaged in program developments and events, respond to Board requests, and plan and prepare department Board book contributions. Engage staff members in the development of Board materials and keep them up to date on Board insights into our work.
- Represent the Foundation publicly including development of high-quality external communications and fostering strong relationships with the public sector, philanthropic peers, and program partners to coordinate and leverage the Foundation's work.
- Support program staff to build and maintain a high level of knowledge on shifting trends, political dynamics, and emerging research in the early childhood, K-12 and family supports fields that could affect Foundation's strategy or grantees potential impact.

Required Competencies and Skills

- ❑ Philanthropic experience: requires 8-10+ years' experience in place-based philanthropy with strong grantmaking expertise, and a proven ability to support strong content-specific program officers in translating field and ground level knowledge into philanthropic strategies.
- ❑ Management expertise: strong management experience and skills with an asset and staff development approach. 5+ years managing teams of a similar size preferred.
- ❑ Senior Leadership expertise: experience working with Boards and in highly collaborative organizations including the development and implementation of complex strategic workplans and budgets.
- ❑ Interpersonal skills: Collaborative and positive approach – sense of possibility, ability to work with and in support of all kinds of people, high degree of personal integrity and motivation.
- ❑ The position is based in Roseburg, Oregon, and residency in Douglas County is required without exception.
- ❑ Approximately 15% of time will involve travel within Oregon and Siskiyou County, California. Additional national travel to attend conferences and meetings is anticipated. Must have, or be able to attain before starting the job, a valid Oregon driver license.
- ❑ Bachelor's degree is required; an advanced degree or equivalent experience preferred.

Candidate Profile

Ideal employees will embody and model Foundation-wide practices and principles in how they conduct themselves while representing the Foundation. These practices include excellent listening skills and being profoundly inclusive and relationship driven. This position requires exceptional organizational and communication skills, attention to detail, teamwork and collaboration, ability to manage multiple priorities, comfort working in an adaptive and fast-paced work environment and the ability to be flexible and adjust quickly to new tasks and assignments while supporting multiple people and organizational areas. Foundation employees also demonstrate humility, kindness, and a sense of humor. Reasonable accommodation may be made to enable individuals to perform essential functions.