



## Executive Director

New Horizons partners with Seattle's homeless youth as they move from the streets to independence. Since its founding by an Orthodox priest in 1978, New Horizons has grown from a tiny organization doing street outreach to a vital part of the safety net for homeless youth ages 13 to 23. New Horizons serves over 700 young people per year with meals, shelter, case management, and job training. Its shelter is the second largest in Washington State focused on young adults (ages 18 – 22). New Horizons also runs Street Bean Coffee Roasters, a subsidiary that provides training and jobs for youth in the coffee industry.

The organization currently has 25 staff members and an annual budget of over \$1.5 million. It is an ecumenical Christian outreach. While no youth is required to participate in faith activities, the organization and its chaplain provide a weekly church service and other opportunities for young people to explore their faith and the role that faith plays in healing from the trauma of street life.

New Horizons has grown significantly in the past three years and it looks forward to continued growth. Street Bean provides substantial prospects to grow both the business and the number of young people trained for employment.

We are seeking an Executive Director with extraordinary vision and leadership capabilities to prayerfully lead, manage and multiply this ministry. This position offers a unique place for a person inspired by Christ, to lead, build relationships, manage, fundraise, advocate for social justice, and ensure clinical and other services conform with best practices.

### **ROLES AND RESPONSIBILITIES:**

This position includes the following roles and responsibilities:

#### **Internal organizational management of New Horizons:**

- Build and manage budgets and oversee finances for the organization
- Build and review the organizational structure, strategic planning and organizational health assessments
- Ensure Board of Directors is aware of organizational victories and risks, including where help is needed from them

#### **External organizational relationships:**

- Showcase New Horizon's story to increase fundraising, grant awards, foundational giving, government funding and church relationships
- Develop and manage holistic external relationships (with neighborhood, social service community, social enterprise community, faith community, Board of Directors and donors)

#### **Supervise staff and volunteers:**

- Develop best training and supportive employment practices
  - Set compensation, guidelines, and policies for volunteers and staff
  - Oversee hiring and firing decisions of staff
-

- Development, implementation, and evaluation of roles and expectations for all leadership positions
- Support positive youth development

**Christian foundation:**

- Model the love of Jesus Christ to staff and stakeholders, highlighting Christian values
- Serve as the faith leader of the organization
- Pray regularly for the organization, staff and youth

**Accountabilities:**

New Horizons' Executive Director will be accountable to and evaluated by the Board of Directors

**QUALIFICATIONS:**

**Basic Qualifications:**

- Must be Christian, personally committed to Christ, and living a lifestyle that demonstrates this
- Must be willing to work, fellowship and journey with Christians of different ethnicities, cultures, church and social backgrounds and to respect those differences
- Proven track record of successful implementation of fundraising strategies and managing donor and other strategic relationships
- Bachelor's Degree in related field or experience in lieu of education

**Desired Qualifications:**

- Masters in related field or experience in lieu of education
- Exemplify a culturally competent call to social justice
- Experience of working in close collaboration with a volunteer board
- Senior management experience in a nonprofit organization or educational institution

**To Apply:**

Please upload your resume and cover letter in one document to the following URL:

<https://hrstrategiesintl.recruiterbox.com/jobs/fk0ffsx/>

In your cover letter please tell us how your specific experiences and accomplishments match our needs and mission. We will contact qualified applicants. Deadline for submission is **September 29, 2017**.

New Horizons is an equal opportunity employer. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.

---