



## **Position Title: Vulnerable Youth Policy Director**

### **About Children First**

Children First, formerly Public Citizens for Children and Youth (PCCY), is a dynamic child advocacy organization focused on improving the lives of children by building support and momentum to improve local, state and/or federal policies that can promote racial and economic equity for children as they grow up in southeastern Pennsylvania. Our small staff is a group of highly motivated individuals who are passionate about improving the lives of children and youth. We have a record of winning scale level changes that does just that. To be successful at Children First you must enjoy collaborating and helping coworkers do their best and contribute to a respectful workplace that values a commitment to racial diversity, having fun, and making an impact.

### **Position Summary**

Position Summary: Children First is seeking a seasoned professional to lead its research and advocacy efforts focused on improving the outcomes of children who are under the supervision of the welfare and juvenile justice systems in Philadelphia and the surrounding Pennsylvania counties.

### **Key Duties:**

- Lead the development and implementation of advocacy strategies to advance state and local level policy priorities for vulnerable youth
- Craft compelling messaging documents including reports, briefs, commentaries, and fact sheets and regularly make public speeches/presentations to increase the public discourse to support policy reforms
- Convene experts and key stakeholders to distill the chief policy issues that must be addressed to identify and, where possible, improve the practices and services that will decrease inappropriate youth placements, eliminate the risk of harm, and promote the healing of children, with the overarching goal of improving the well-being of children who may enter or be diverted from the dependency or juvenile justice systems.
- Develop a unified vision and policy frame that can be advanced by Children First which supports the healing of youth who enter either system.

990 Spring Garden Street  
Suite 200  
Philadelphia, PA 19123

Office 215-563-5848  
Fax 215-563-9442  
Email [info@childrenfirstpa.org](mailto:info@childrenfirstpa.org)

Web: [childrenfirstpa.org](http://childrenfirstpa.org)  
Social: [childrenfirstpa](https://www.facebook.com/childrenfirstpa)

- Build a coalition and lead the coalition's development of a multi-year public engagement strategy that will ensure broad stakeholder and elected official support for the reforms needed to stop the harm and start the healing of youth involved in these systems.
- Write reports and policy memos to make the case for reforms; craft and drive the strategy to advocacy for the adoption of the reforms.

### **Qualifications:**

- Knowledge of the significant policy and practices in the dependency and juvenile justice systems, including familiarity with the statutes, regulations, practices and operational systems.
- Track record of effective working relationships direct service providers as well as policy experts.
- Experience leading coalitions and/or engaging partners in crafting and implementing advocacy strategies.
- At least five years of relevant experience with supervisory responsibilities; the ideal candidate will have several years of management experience (i.e., project or case management, managing staff, volunteers, or coalitions), and experience working with child welfare and/or juvenile justice systems.
- Ability to advance legislative goals; experience doing so a plus.
- Proven written and oral communication skills and proficiency with social media.

### **Position Description:**

- Facilitate a multi-layered stakeholder engagement process to provide guidance and support for a local and state policy agenda aimed at achieving the policy goals outlined above.
- Support and expand the stakeholder engagement process by writing all necessary meeting summaries, policy proposals for discussion, consensus review documents and related materials needed to support an effective advocacy strategy that attracts broad support of the reforms.
- Conduct outreach to service providers, youth, parents, youth-serving organizations, and other key stakeholders to build a community of support behind the desired reforms.
- Build partnerships with key statewide and regional leaders to support those reforms that require state-level and/or local? action.
- Write compelling articles, commentaries for publications and blog posts to keep stakeholders motivated and engaged.

- Prepare background documents for policymakers regarding desired reforms; localize the information effectively to ensure lawmaker interest in the issue and willingness to support the agenda.
- Support the engagement of Children First board members in policy and advocacy process by staffing a committee of board members and major donors who have expertise in the dependency and juvenile justice systems.
- Support Children First development efforts by assisting staff with juvenile justice related grant applications and reports to funders.
- Recruit and supervise interns who assist with juvenile justice research and outreach

**Other Duties (as needed):**

- Educate communities about important juvenile justice policies and initiatives
- Attend and present information at Children First board and board subcommittee meetings as requested
- Plan, orchestrate and assist with outreach events which occur in the evening and/or weekends
- Attend and participate in staff meetings and staff committees
- Actively support Children First fundraising efforts

**Important Skills:**

- Ability to work independently and with others
- Works well under pressure
- Detail oriented
- Ability to prioritize and manage multiple projects
- Ability to collect, interpret and simplify large datasets
- Very strong written and oral communication skills
- Ability to travel to communities across the region - must have driver's license and access to a reliable vehicle
- Proficient in excel, word, google and social media platforms

Reports To: Executive Director

Salary Range: \$95,000

Benefits include full health coverage, 403b match, and generous time off

Apply: Resume and cover letter to [info@childrenfirstpa.org](mailto:info@childrenfirstpa.org)