



Multnomah County Department of County Human Services (DCHS) **Youth & Family Services Division Director** *Recruitment Announcement*

About the Multnomah County Department of County Human Services (DCHS)

The department of county Human Services provides crucial services for families in poverty, homeless youth and families, survivors of domestic violence, seniors, adults with disabilities, veterans, and people with developmental disabilities. The department also provides early childhood education and school-based services for children and families.

Every day, Multnomah County's dedicated employees and partners work to make our community safer, our kids healthier and our neighbors more secure. More than a third of Multnomah County families struggle to meet their basic needs, and for more and more people, we are the safety net.

In childhood, DCHS supports people by improving educational access and support for youth, coaching early childhood education providers, and making sure children have enough to eat in the summer months.

In adulthood, DCHS supports people with disabilities who want to live in their own homes, helps people stay in affordable homes, and provides safety and support for survivors of domestic and sexual violence.

DCHS supports older adults by helping older veterans navigate public programs they've earned from their service, setting up classes at a senior-centers, and protecting older or disabled people from abuse.

Additionally, DCHS designs programs, services, and funding to provide stability for Multnomah County residents across the lifespan, uplift our community members in times of need, and invest in innovative, future-oriented approaches to human services that prevent crises, build assets and nurture self-determination within our communities. Our commitment is to making Multnomah County an inclusive place to live, and one that is fairer and more just to everyone.

To read more about the work of the Multnomah County Department of County Human Services (DCHS), please visit <https://www.multco.us/dchs>

The DCHS North Star

In Multnomah County, every person – at every stage in life – has equitable opportunities to thrive. The North Star represents our collective vision, supported by four pillars:

1. Improving **quality of life**
2. Increasing **educational access and support**
3. Building **economic stability** in our community
4. Creating **diverse and inclusive systems** within DCHS

Mission Statement:

- **Compassion and Care:** We treat all with kindness, dignity and respect as we seek to uplift one another's humanity.
- **Empowerment:** We work collaboratively to ensure that our policies and programs amplify people's voices and uplift community-driven solutions.
- **Racial Equity:** We acknowledge that racism negatively affects everyone in our county, and we commit to accelerating our progress in eliminating racial inequities.
- **Connection:** Our success depends on the diversity, brilliance, and care of one another. So that employees reach their full potential, we further environments that instill trust.



About the Position

Reporting directly to the DCHS Director, the Youth and Family Services Division Director is a member of the DCHS Leadership Team and the designated director of the County's Community Action Agency. The position provides strategic leadership, planning, direction, policy development, coordination, and evaluation of services for children, youth and families in Multnomah County.

They also provide leadership and services to promote racially just, safe, and supportive communities for diverse communities in Multnomah County. They manage an array of services and funded resources supporting children and their families in addressing housing instability, food insecurity and poverty; promoting educational success and independence; supporting immigrant and refugee families; and supporting victims of domestic and sexual violence. They work strategically with elected officials, local governments, school district officials and culturally focused community-based organizations.



The key functions directly related to the purpose of this position:

Leadership and Program Development (50%)

Lead strategic planning and development for the Department of County Human Services in addressing homelessness and inadequate housing/shelter, and poverty; educational success and independence; support for immigrant and refugee families; and domestic and sexual violence, aligning efforts with county objectives and community needs to address racial, social, and economic inequities. Build and maintain effective relationships with elected officials, local governments, school district officials, culturally focused community-based organizations to advance departmental goals. Demonstrate a strong commitment to racial, social, and economic equity, public service, and community well-being while advancing the mission and goals of DHCS. Develops the mission, vision, goals and metrics for the division through collaboration with internal and external stakeholders and researching best practices. Develops the organizational structure including integrating oversight of service coordination for a diverse group of programs serving families and children/youth. Identifies and aligns common goals, practices and outcomes across housing stability, anti-poverty, immigrant and refugee, school-based, and domestic and sexual violence programs. Create a culture of equity, efficiency, innovation, and collaboration across division programs and with County partners. Provide back-up support to the DCHS Director, as needed.

Budget and Financial Management (20%)

Oversee departmental budgets, ensuring responsible allocation of taxpayer funds and compliance with financial regulations and reporting requirements. Administer various funding streams to service providers. Develop consistent operational performance metrics. Understand funding requirements and outcomes, including contract management and compliance. Provide budget and fiscal reporting. Responsible for fiscal accountability.

Program and Staff Management (15%)

Lead, motivate, and support a team of managers and employees to achieve departmental objectives and deliver high-quality services to the community. Build a culturally responsive staff and team and apply equity and empowerment lens to the division. Ensure a work environment that supports diversity and promotes safety, trust and belonging. Manage staff and create an organization structure that supports the shared and specific goals of the division and its programs. Manage change and unify work to maximize quality and effectiveness and safety. Support strong labor and management relations. Promote a work environment of continuous learning and resilience.

Quality Improvement and Program Evaluation (15%)

Develop a framework for quality improvement and program evaluation that focuses on positive outcomes for communities experiencing racial, social, and economic barriers. Create common collection techniques to support comparative, meaningful data across programs. Develop external dashboard for Division. Develop success metrics. Analyze related issues for the Department Director, Chair and Board to inform policy discussions and decisions.





The Ideal Candidate

The Multnomah County Department of County Human Services seeks an adeptly qualified candidate with the ability to understand strategic visions/goals and who can operationalize them. The successful candidate must be able to understand complex government human services, finance, and budget and implement quality improvements and systems change.

The Youth & Family Services Division Director will provide strategic leadership, planning, direction, policy development, coordination, and evaluation of services for children, youth and families in Multnomah County.

The ideal candidate for the Youth and Family Services (YFS) Division Director role at Multnomah County's Department of County Human Services (DCHS) should demonstrate strong leadership in strategic planning and program development, with a focus on addressing homelessness, poverty, educational success, immigrant and refugee support, and domestic and sexual violence. They must have a proven ability to build effective relationships with stakeholders and advance equity goals. Financial acumen is essential for overseeing budgets and funding streams, while effective staff management skills are needed to foster a culturally responsive and diverse team. The ideal candidate should also excel in quality improvement and program evaluation, ensuring positive outcomes for communities facing social, racial, and economic barriers. Overall, they should be a visionary leader committed to social justice and community well-being.

Minimum Qualifications

A bachelor's degree and 6+ years' experience in Human or Social Services in a Sr. Manager or Executive level role, or 10 years of equivalent work experience in Program Development & Staff Management, Finance, and Administration within the Public Sector or Non-Profit industry. 3+ years' experience leading strategic planning and development, 3+ years' experience in Executive Oversight of Administration and Finance, 3+ years' experience leading programs that address racial, social, and economic equity, public service, and community well-being. Labor relations and experience managing in a union environment will be highly desirable.



About the Area

Multnomah County Oregon has a diverse population exceeding 800,000, covering an area of over 465 square miles. Although the county's beautiful and progressive city of Portland has the cultural and recreational opportunities of a large city, it has the heart of a small town. In addition to Portland, Multnomah County encompasses cities such as Fairview, Gresham, Maywood Park, Troutdale and Wood Village. Portland is just thirty minutes from the Cascade Mountains, with hiking, world-class ski resorts, camping, and fishing. Travel one-hour west to find some of the most dramatic and pristine beaches on the west coast. Portland lies in the Marine west coast climate region, marked by warm, dry summers and rainy but mild winters. Portland is a foodie's dream, with regional cuisine featuring microbreweries and micro distilleries, local wine, seafood, and produce; along with one of the country's largest food cart scenes and the quirky Voodoo Donuts, home of the maple-bacon donut. Classical music, ballet and our art museum live comfortably alongside vibrant contemporary art and jazz music scenes. Portland is a reader's paradise - our libraries boast the largest circulation in the country and bookstores abound. Sauvie Island, an agricultural and scenic wildlife preserve, has some of the region's best produce, including Oregon's famous berries. Portland has been referred to as one of the most environmentally friendly or "green" cities in the world. The city and region are noted for strong land-use planning and investment in light rail, supported by Multnomah County, a distinctive regional government.



APPLICATION PROCESS

Persons interested in this position should submit the following information:

- A cover letter describing your interest in and qualifications for the position
- A current resume

If you have questions regarding this announcement, please email Tina Wood at TWood@approus.com, or call at (503) 619-0148 ext. 259. This position will remain open until filled, but the screening process will move quickly and candidates are encouraged to apply as soon as possible. In order to be considered for the first round of interviews please submit your application materials at <https://approus.com/apply/> no later than May 17th, 2024.

Multnomah County is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application, and selection process to applicants with disabilities who request such assistance.

Veteran Applicants

If you are a veteran and want to apply for veterans' preference, please include a statement in your cover letter that you are a veteran AND submit a copy of your DD214 or DD215 or other documentation with your application packet by the closing date. Veterans' preference cannot be honored for this recruitment without it. For more information, please visit <https://www.multco.us/jobs/veterans-preference-information-and-instructions>

Total Compensation

The annual salary range for this position is currently \$108,284.65 - \$162,428.51 and will be increased effective 7/1/24 to \$112,450.12 - \$179,919.68. Multnomah County is an excellent employer offering an outstanding benefit package including health, dental, disability and life insurance; defined benefit pension; 6% of salary contribution to retirement paid by the County; work-life balance; annual public transit pass; vacation and sick leave. For more information about Multnomah County benefits please visit <https://www.multco.us/benefits/non-represented-employee-benefits>

