



Daughters
Beyond
Incarceration

Job Announcement

Organization: Daughters Beyond Incarceration

Position: Deputy Director

Reports To: Board of Directors

About the Organization:

Founded in 2018, Daughters Beyond Incarceration (DBI) located in New Orleans, Louisiana, focuses on breaking the cycle of poverty and crime amongst daughters with incarcerated parents by advocating for girls and building strong parent-to-child relationships between them – through education, mentorship, and support. DBI ensures that girls between the ages of 8 and 18 physical, social, and emotional needs are met to support their healing due to the impacts of incarceration of their loved ones. We also educate our participants on the social and political landscape while engaging in the legislative process in Louisiana. In addition, our youth professional development program works to model the change we want to see through an each-one-teach one style of training. Through our youth professional development, we introduce our mentees to workforce development, life skills and youth advocacy development. Currently, DBI has about 125 participants that we serve through our programming.

About the Position:

This is an exciting opportunity to be a critical catalyst of the growth of Daughters Beyond Incarceration (DBI). A newly created position, the Deputy Director (DD), will play a key role in supporting our organization achieve its most meaningful strategic goals in coming years and will have a highly influential role championing Daughter's Beyond Incarceration (DBI) organizational building, ensuring that we have best practices, systems, and culture to sustain our work.

The DD will be a seasoned leader and coach, with the ability to operate on strategic, managerial and hands-on levels and to help guide the organization across programmatic and administrative functions. The DD will bring proven nonprofit management expertise and experience in community-based programs, youth development, advocacy/organizing, finance, operations, and/or other relevant

disciplines. The DD must have a keen attention to detail, the ability to delegate effectively, a proven track record in motivating and unifying teams, and have solid organizational, problem-solving, and clear decision-making skills. The DD will be comfortable with and committed to fostering the development of staff.

The DD will also play an instrumental member of the Leadership Team, currently consisting of the Executive Director and the Director of Development, to lead the organization in developing and implementing DBI's strategic and growth plan. This person will work collaboratively with the Executive Team to develop staff at all levels, provide visionary and strategic leadership, ensuring the financial health of the organization, and fostering an inclusive employee experience that allows every team member to thrive.

This is an exciting opportunity for an innovative and talented professional to develop a new team and organization.

Ideal candidates will have strong problem-solving skills to assist with the daily operation of an organization, leading project teams, and building organizational culture and sustainability. And, must demonstrate a highly focused social justice lens, excellent communications and relationship-building skills, a deep belief in the power and potential of engaged communities, and the ability to promote a clear, inspirational vision for DBI's next chapter.

Responsibilities

ESSENTIAL DUTIES AND RESPONSIBILITIES

(Duties that occupy a major portion of time and importance in the job)

Leadership

- Provide visionary and strategic leadership in development, promotion, delivery, quality, and evaluation of programs and services consistent with the organization's core values, principles, and mission.
- Ensure the organization has the appropriate best practices around infrastructure development, operating systems, and resources necessary to support and advance the mission, values, strategic vision, and annual goals of the organization.
- Provide inclusive leadership in fostering and sustaining a mission-driven, client and community focused organizational culture that attracts, retains, motivates, develops, empowers, and inspires staff.
- Foster a climate of cohesiveness, co-creation, participatory decision-making, and accountability among the staff.
- Partner with the Executive Director in essential operational functions (human resources, administration, and organizational planning).
- Mentoring and coaching of staff.

Planning and Budgeting

- Work in partnership with the leadership team and guidance from the Board of Directors to evaluate, develop and implement the strategic vision for the organization.
- Provide effective strategy and direction, facilitating the work of the organization via priority setting, new initiatives, and operational plans ensuring the organization's growth, sustainability and development.
- Oversee the development and implementation of strategic, operational, financial, and budgetary plans, and ensure appropriate alignment and use of resources with goals and strategic priorities of the organization.
- Monitor, analyze, and act on actual budget and financial performance to optimize the organization's program and financial outcomes in partnership with the Leadership team.

Fundraising and External Relations

- Advance the organization's mission and goals by actively seeking, developing, and deepening relationships with community partners, professional organizations, industry partners, and governmental and non-governmental agencies to increase awareness of DBI's mission and optimize opportunities to broaden its reach and influence.
- Serve as a key spokesperson to represent the organization and amplify the mission and vision of DBI.
- Contribute to grant writing and reporting processes.
- Represent DBI appropriately with stakeholders, partners, and funders.
- Support fund development efforts.

Programmatic

- Support the Leadership team in overseeing DBI's multi-faceted work and the intersections of the work.
- Lead staff in long-term program planning, establishing outcomes and clear project plans.
- Work with the Leadership Team to develop and evaluate program strategies and goals.
- Assist in developing strategies to engage young people and organizations in programs and services offered by DBI.
- Work with external partners to harness resources for DBI's programs and recipients.

QUALIFICATIONS KNOWLEDGE AND SKILLS REQUIRED

(Minimum education and experience needed to perform the job adequately)

- DBI honors lived experience and recognizes the multitude of ways one can speak to organizational management, social justice, criminal justice or related fields/or significant job experience; A Bachelor's degree is preferred.
- At least five years of leadership experience in roles focused on growth, organizational development, strategy, planning and program implementation.

- Demonstrated commitment to the values of diversity, inclusion, equity, and economic racial and social justice.
- A track record of successful change management, process improvement, and organizational performance improvement.
- Comprehensive understanding of and experience in the field of racial justice or criminal justice, with political acumen and sophisticated intersectional analysis skill.
- Demonstrated success leading teams, developing, and implementing strategic plans, and coordinating resources to meet deadlines for deliverables.
- Demonstrated entrepreneurial ability to develop alliances and coordinate shared interests of all parties, with excellent listening, communication, and problem-solving skills designed to meet the challenges of the organization.
- Highly effective emotional intelligence and interpersonal skills including the ability to effectively manage and grow relationships with diverse stakeholders including board members, staff, partners, clients, and the public.
- Excellent oral, written, and interpersonal communications skills with experience and comfort presenting professional briefs and presentations to clients and stakeholders.
- Must be located within, or willing to relocate to, the New Orleans, LA area. Familiarity with the city and its cultural-political landscape preferred.

Compensation and Benefits

This position currently provides a salary range of \$50,000 to \$60,000 annually. We are looking to fill this position immediately. Selected candidates are eligible for health, vision, and dental benefits on your start date. We aim for a healthy and sustainable work/life balance; we provide four weeks of paid vacation, paid holidays and end-of-year paid office closure between November 24 and January 1st.

To Apply

Review of applications will begin immediately and continue until the position is filled. Your application must include: 1) cover letter, 2) resume, and 3) writing sample. Include "Deputy Director" in the subject line. Please email application materials directly to DBI's Human Resources, hr@dbinola.org. We will not accept calls.

DBI is an Equal Opportunity Employer. DBI values diversity and is an affirmative action, equal opportunity employer. DBI does not discriminate based on race, color, gender, religious creed, national origin, ancestry, disability, or sexual orientation.