

Free Will Baptist Children's Home, Middlesex, NC is seeking a high level, experienced professional to oversee licensed and accredited programs. The goal of the Senior Director of Programs and Services is to ensure agency mission, vision and values, program goals and priorities, agency policy and procedures as well as personnel practices are implemented and carried out according to licensing, accreditation and agency standards within all areas under their purview. Programs include: (1) pre-k/before/after school community based child daycare, (2) cottage based residential program for youth age 12-21, (3) family foster care and adoptions and (4) youth independent living age 18-21. In total, all programs serve more than 110 children and youth from central and eastern North Carolina daily. Each program has a director who reports to this position as well as support staff that ensure the delivery of agency services. The Senior Director of Programs and Services reports to the Vice President of Operations and serves on the Leadership Team of the agency.

- Experience should include 10 + years management of diverse programs and teams.
- Coaching and supervisory expertise to aid in goal attainment and professional development for a team of 35-40 staff.
- Knowledge of Council on Accreditation standards and process.
- Proven track record of program growth, goal attainment and strategic initiative implementation.
- Proven track record in building quality relationships with referral sources and other stakeholders.
- High level conflict resolution and problem solving skills.
- Knowledge of performance and quality improvement processes with the ability to analyze and interpret data for program and services improvement as well as attainment of program outcomes.
- Ability to evaluate high level staff and program effectiveness toward agency mission, vision, values and program goals.
- Experience managing a combined multi-million dollar budget effectively.
- Ability to function independently within job duties and agency mandates.
- Knowledge of EBP's and best practices with an eye toward producing measurable outcomes for residential, independent living, child day care and foster care programs.
- 5 + years' experience with the family foster care system and therapeutic foster care, preferably within a private agency.
- Proven track record of growing a foster care program.
- Experience working in coordination with DSS and other partner stakeholders.
- Ability to cultivate stakeholder relationships and referral sources.
- Sincere compassion and concern for children, youth and families.
- Family focused and child centered philosophy of care.
- Faith based with a foundation in Christian ethics and worldview.

To apply, please contact Richard Cuddington, Vice President of Operations, by email rcuddington@fwbch.org or by phone 252-235-6510.