



Free Will Baptist
Children's Home
Providing for youth & families.

Senior Director of Programs & Services Middlesex, NC

Do you believe in a child focused environment that sees and nurtures each child in a manner that uniquely supports their needs? Do you extend compassion, acceptance, trust, and belonging for each person so that everyone can thrive?

Are you called to live out your faith in a dynamic, growing ministry? Do you excel in a collaborative team that is driven by impact and supports each other like family? Are you ready to lead with your expertise and experience while continuing to learn and seek excellence?

Are you the next Senior Director of Programs and Services for Free Will Baptist Children's Home?

Why Free Will Baptist Children's Home?

Children come to Free Will Baptist Children's Home (FWBCH) from all walks of life, having suffered neglect and/or abuse. The goal of FWBCH is to create a normal family-centered home environment for children and youth through a variety of programs and services — one where they can feel safe and secure – all while helping them overcome obstacles and thrive.

FWBCH programming and services have grown dramatically over the past five years. The foundational cottage based Residential Program for youth aged 12-21 serves more than 65 youth per year. A new extension of residential programming is Independent Living for those 18 to 21 years old which was licensed in 2021. FWBCH started family foster care in 2008 and adoptions in 2019 serving 80 children annually. Bridge Learning Center offers all-day, curriculum-based PreK as well as before and after school care and a full summer program serving 70 children annually. In total, all programs serve more than 120 children and youth from central and eastern North Carolina daily with an annual budget of \$4 million.

Want to know more? Visit Free Will Baptist Children's Home's website at <https://www.fwbchildrenshome.org/>.

What will you do as Free Will Baptist Children's Home's next Senior Director of Programs and Services?

The Senior Director of Programs and Services will 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 program areas. The Senior Director reports to the Vice President of Operations and serves on the Leadership Team. Responsibilities include:

- Ensure that agency programs are in compliance with the regulatory standards as required by state, federal, or other authorities for licensing across all programs.
- Provide leadership and supervision to assigned program directors. The objective is to enable, support, and teach staff to perform to the best of their abilities and to develop those skills as necessary to deliver quality services.
- Assist with recruiting, interviewing, and hiring of all staff for each assigned program.
- Provide strategic input into organizational planning processes.
- Develop and monitor the processes and performance indicators, and policies that will promote and support excellence across programs.
- Lead assigned departments in compliance with relevant areas as required by the agency's Performance and Quality Improvement Plan and provide materials as required for the accreditation self-study and on-site evidence.
- Provide emergency on-call duty for programs as needed, including nights and weekends. Must live within 45 minutes of FWBCH's campus.
- Participate and work cooperatively with other personnel by representing the programs in management and administrative meetings and in interactions with support functions of the agency.
- Build relationships on behalf of FWBCH with key stakeholders and partners and market programs to the broader community.
- Work directly with the Vice President of Operations to establish the annual budget for each assigned department.
- Responsible for approving expenses for the programs and services to ensure that funds are being handled accordingly.
- Responsible for management and evaluation of contract services for programs.
- Submit quarterly report concerning the assigned programs to the Vice President of Operations, as required.
- Represent the agency at meetings, conferences, and other events as directed by the Vice President of Operations or President/CEO.

Key lived experiences, attributes, and skillsets sought in the Senior Director of Programs and Services

- Master's degree in human services or related field from an accredited college or university.
- 5+ years managing diverse programs and teams with a proven track record of program growth, goal attainment and strategic initiative implementation.
- Preferred 5+ years experience with the family foster care system and therapeutic foster care, preferably within a private agency with a track record of growing a foster care program.
- Coaching and supervisory expertise with a focus on accountability and professional development for a large team of staff.
- 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.
- Experience working in coordination with DSS and other partner stakeholders.
- Proven track record in building quality relationships with referral sources and other stakeholders.
- Knowledge of Council on Accreditation standards and process.
- Knowledge of performance and quality improvement processes with the ability to analyze and interpret data for program and services improvement and outcomes.
- 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.
- Sincere compassion and concern for children, youth, and families.
- Family-focused and child-centered philosophy of care.
- Able to work with sensitivity to the cultural and/or socioeconomic diversity of the clients and staff.
- Faith based with a foundation in Christian ethics and worldview.

Think you are the next Free Will Baptist Children's Home Senior Director of Programs and Services?

To apply, click on the link to the **Senior Director of Programs and Services position profile** at [ArmstrongMcGuire.com/jobs](https://armstrongmcguire.com/jobs). You will see instructions for uploading your cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact mendi@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

Review of candidates will begin in July 2022 and continue until the position is filled.

Salary is commensurate with the requirements of the position. The range is \$70-75K. Benefits include medical, dental, and life insurance; matching 403(b) retirement plan; accrued vacation and sick time; 13 paid holidays.