Scope of Work
Fair Futures Coaching Manager (Consultant)

Fair Futures is a coalition of over 100+ organizations/foundations advocating for all young people in NYC’s foster care system to have access to the Fair Futures model. Fair Futures was successful in securing $20 million, making NYC the first in the nation to implement a comprehensive, long-term model across the entire NYC foster care system. As a Coaching Manager, you will be a key part in supporting Fair Futures systemwide.

The Fair Futures model includes a middle school program that prepares students for success in high school and a coaching program where young people ages 14-26 are matched with a full-time, professionally trained Coach that works collaboratively with them to help them achieve their goals and potential. The overall goals of the Fair Futures program are to help young people:

- Build trusting relationships and a network of positive adult and peer supports;
- Prepare for and graduate from high school;
- Connect to and persist in post-secondary settings;
- Engage in career exploration and career development experiences in line with their interests to help them eventually navigate onto a living wage career pathway;
- Access and maintain stable, affordable housing if they are exiting foster care and gain independent living and life skills.

The Fair Futures Implementation team provides training and technical assistance support to the 450 Fair Futures staff that work at the 26 child welfare agencies in New York City. These staff consist of Middle School Specialists, Coaches, Career Development Specialists, Housing Specialists, Education/College Specialists, Tutors, Supervisors and Directors.

We are seeking a consultant to join our team to provide coaching support to our Fair Futures community. This inspiring and dynamic individual will provide Fair Futures Coaches and Specialists with 1 on 1 coaching to help them better connect and engage with their youth, reach their goals, build confidence, develop a deeper sense of self-awareness, and perform better in their role. To be successful as a Coaching Coordinator you should be able to build positive relationships, understand the needs of the staff and use a coaching approach.

The Coaching Coordinator will provide coaching to the Coaches and Specialists at the 26 foster agencies based in New York City. The consultant will be responsible for the following when working with the staff:

- Gauge the individual’s needs and apply a coaching approach to best address them
- Work with the individual to find useful youth engagement techniques and strategies
- Help the individual develop a coaching approach and mindset
- Help the individual set goals and develop action plans
- Help the individual identify roadblocks
- Build good working relationships with staff, allowing them to communicate their values and beliefs
- Use coaching skills to develop each individual’s self-awareness
• Motivate and encourage individuals throughout the change process
• Track all coaching sessions for reporting purposes

Skills Required
• Strong communication skills.
• Ability to motivate others.
• Have an understanding of coaching frameworks and language.
• Be a good listener.
• Have strong interpersonal skills.
• Be patient.
• Demonstrated ability to work independently
• Being able to work with people from different backgrounds.
• Being able to engage in critical thinking.

Requirements/Qualifications:
• Have at least 2 years of a proven, successful track record of supervising and/or coaching others.
• Bachelor’s Degree, Master’s preferred.
• Coaching certification or credential, or on your way to achieving either.
• At least 5 years of experience in youth development. Foster care experience is a plus.

Compensation:
The total annual budget for this consultancy is $90,000, with option for renewal. Hours and rate to be discussed based on experience and capacity.

If you are interested, please send your resume and cover letter to admin@fairfuturesny.org