



Director of Strategic Initiatives

Location:

New York City (Hybrid: In-Person & Remote)

Organization:

The Center for Fair Futures

Reports To:

Vice President of Implementation

Compensation:

Estimated range: \$110,000 - \$140,000 + Benefits

About The Center for Fair Futures

The Center for Fair Futures is committed to transforming the way youth-serving professionals engage with young people who have been adversely impacted by systems.

We do this through staff development, coaching, and community building to champion our Fair Futures model; an innovative, relationship-based coaching approach co-designed with young people.

Our work is grounded in equity, healing, and youth voice. Through the power of trusted relationships, we equip professionals with the tools, mindset, and support needed to help young people thrive, both within systems and beyond

Position Overview

The Director of Strategic Initiatives is a dynamic leadership role focused on deepening community relationships, elevating youth voices, and stewarding innovative, community-led initiatives. This role will oversee external consultants and partnerships, manage projects stemming from Youth Voice, spearhead new and developing efforts, and drive innovation aligned with the organization's mission. The ideal candidate brings a blend of strategic thinking, grassroots sensibility, and strong project management skills to help build inclusive, responsive, and sustainable community programs.

Key Responsibilities

Community Engagement & Stakeholder Partnerships

- Build, strengthen, and sustain trusted relationships with community members, partner organizations, local leaders, and youth;
- Represent the organization in community forums, working groups, collaborative coalitions, and public events;
- Lead inclusive outreach efforts to ensure broad and diverse participation in organizational initiatives;

- Facilitate feedback loops with community members to ensure transparency and responsiveness.

Oversight of Consultants, Contracts, and External Partners

- Oversee relationships with consultants and external partners to ensure projects are aligned with organizational values and goals;
- Manage all aspects of consultant contracts, including developing scopes of work, facilitating contract execution, tracking deliverables, and ensuring timely payments;
- Monitor consultant performance and provide guidance and support to ensure quality and accountability;
- Support procurement processes for consultant and vendor selection in accordance with organizational policies.

Youth-Led and Youth Voice Projects

- Partner with the Youth Advisory Board to co-design and manage initiatives generated by youth leaders;
- Ensure youth voice, leadership, and lived experience are authentically integrated into the organization's community strategies and programming;
- Provide coaching and infrastructure to support youth-led decision-making processes;
- Lead or support the implementation of new and emerging innovation projects that arise from community needs or internal strategy.

Spearheading New and Developing Initiatives

- Lead the design, development, and launch of new community initiatives that respond to emerging needs, youth leadership input, or strategic opportunities;
- Drive cross-functional planning efforts, coordinate stakeholder engagement, and oversee implementation of pilot projects;
- Ensure new initiatives are inclusive, data-informed, and grounded in best practices and community input;
- Track policy shifts, funding opportunities, and community-level barriers related to new initiatives;
- Work with senior leadership to assess feasibility, scale potential, and resource needs for new programming.

Data, Research, and Continuous Improvement

- Track and analyze engagement data, project outcomes, and community feedback to inform program strategy and improvements;
- Conduct research and analysis on local and national trends impacting youth in foster care, juvenile justice, or other vulnerable systems;
- Identify and synthesize data that highlights barriers, service gaps, and emerging needs within youth-serving systems;
- Translate research into actionable recommendations for internal planning, advocacy efforts, and program design;
- Document lessons learned and contribute to the development of tools, resources, and replicable strategies;
- Participate in internal evaluation and organizational learning processes.

Organizational Collaboration

- Support organizational strategic planning and alignment across departments;

- Contribute to grant proposals and reports related to community initiatives, innovation projects, or partnerships;
- Collaborate with Program Officers, the Director of Coaching & Impact, and other team members to assess needs and coordinate with external partners;
- Provide internal consultation on best practices for engagement, youth leadership, and community-centered design;
- Support organization of wellness events alongside the Director of Coaching & Impact for staff members in the Fair Futures community.
- Support the Center team with additional tasks as needed.

Success in this Position is Measured by:

Authentic Engagement and Partnership Building: Developing and sustaining impactful relationships with community partners and youth leaders that influence organizational strategy and programming.

Strategic Innovation and Initiative Execution: Designing and successfully launching high-impact initiatives, particularly those related to housing, policy, and youth voice, that address community needs and align with organizational goals.

Effective Oversight and Project Management: Managing consultants, contracts, and cross-functional projects to deliver high-quality, timely outcomes with clear documentation and accountability.

Knowledge Generation and Organizational Learning: Producing actionable research, tools, and insights that inform continuous improvement and support replication or scaling of effective practices.

Key Qualifications

- 4–7 years of experience in community engagement, leadership, youth development, public affairs, or related fields;
- Demonstrated experience managing external consultants, contracts, or cross-sector partnerships;
- Experience developing and implementing new or pilot initiatives;
- Strong project management skills with the ability to balance multiple priorities and timelines;
- Deep understanding of community-centered program design and participatory approaches;
- Deep understanding of systems impacting youth in foster care and juvenile justice;
- Experience using data and research to inform program development and advocacy;
- Track record of working with or within youth leadership structures and advisory boards;
- Deep commitment to racial and social equity, and experience working with marginalized communities;
- Excellent facilitation, interpersonal, and written communication skills.

Education & Experience Requirements

- Bachelor's Degree; Master's Degree in a related field preferred;
- 7+ years of experience working in youth development or human services;
- A professional coaching certification by an accredited organization;

- Professional experience as a leader within the Fair Futures community is strongly preferred;
- Lived experience in the child welfare and/or justice system is a plus.

How to Apply

We appreciate your interest in joining our team. Please email your resume and a brief cover letter to: admin@fairfuturesny.org by August 15, 2025. Please include your full name and the role you're applying for in the subject line. While we may not be able to respond individually to every application, we'll be in touch with candidates selected to move forward. Thank you for understanding!