We encourage diverse applicants because we believe having a staff that authentically reflects the community we serve is critical to our ability to be culturally responsive.

Effective 01 June 2021, IslandWood will require all staff, volunteers, docents, interns and graduate students to receive a COVID-19 vaccine and provide proof of inoculation.

This decision is intended to aid in the safety and health of all persons delivering and/or supporting program delivery, our clients and students. Waivers are available for medical and religions exemptions.

Job Title: Director of Youth & Families Programs – BI Campus
Department: Education
Reports to: Chief Education & Strategy Officer
Classification: Full-time/Annual, Salaried/Exempt
Work Schedule: Monday through Friday; flexible schedule
Pay Range: $85,000 to $90,000
Benefit Package: Full benefit package provided; health benefits 100% premium paid by IslandWood (medical, dental, vision, life, LTD), HSA, Flex, 401k match, 3 weeks paid vacation

Overview:
IslandWood’s mission is to provide exceptional learning experiences to inspire lifelong environmental and community stewardship; our 250-acre campus is located on Bainbridge Island. The Director of Youth & Families Programs provides vision, strategy and leadership to advance and ensure success of our youth and families programs.

This position will be responsible for re-launching programming in 2021-2022 as IslandWood begins to reopen programs that closed or were modified during the pandemic.

Primary Responsibilities:
Leadership & Management

- Responsible for the vision, strategy, and leadership of all youth and family programs on the Bainbridge Campus including: residential and day school programs, community programs, summer camps, garden and arts.
- Responsible for the development of new programs aligned with strategic platform.
- Guides and supports IslandWood’s strategic platform to expand our mission and impact.
- Leads the hiring, training, and professional development of a team of 7 to 12 staff, depending on the season, with three direct reports.
- As a member of the Organizational Leadership Team provides input in setting and overseeing organizational goals and priorities.
- As a member of the Education Leadership Team provides input in setting and overseeing department goals and priorities.
- Maintains and supports an innovative, inclusive, constructive, and positive work environment.
- Continuously explores for implicit bias in organizations systems, standards, procedures, and practices to support efficiency and increased collaboration.
- Supports IslandWood’s strategic plan to expand our mission and impact, and commitment to mission, vision, values and goals.
Primary Responsibilities: (continued)

Partnerships

• Proactively develops and manages all Bainbridge Island partnerships with Community Based Organizations, Government, and Schools.

Budget

• Develops and oversees budgets for all Bainbridge Island Youth and Families budgets.

Collaboration

• Actively collaborates across all departments and programs.
• Actively collaborates with Education Directors (Urban Programs & Graduate) for the delivery of programs.
• Partners with the Director of EEC in providing practicum opportunities for all graduate students within the Youth & Families programs.
• Collaboratively develops and enacts intentional integration strategies for campus education programs that increase efficiencies, cross team learning and benefit student learning.

Mentoring

• Provides mentoring for Education for Environment and Community (EEC) graduate students.

Impact Measurement

• Develops a process to quantitatively and qualitatively measure impact of IslandWood’s programs and presents data to staff for evaluation and improvement.

Other Duties As Assigned

Required Qualifications:

• Master’s level professional degree
• Minimum 5 years teaching and/or education experience
• Environmental/Outdoor Education experience and background
• Experience leading and managing complex teams
• Effective and equitable problem-prevention and problem-solving skills
• Computer aptitude; MS Office Suite, Outlook, Teams
• Commitment to support IslandWood’s work towards social justice, equity, diversity and inclusion in the workplace
• Ability to lead and work on diverse teams or with a diverse range of people and communities
• Demonstrates IslandWood’s core values that enable teams and individuals to succeed with shared respect and purpose
• Must be able to comply with and maintain a drug-free work environment
• Must pass child safety screening procedure; post-offer
Application Requirements:

Please submit a cover letter, resume and two current references OR an Application for Employment to:

By email to: employment@islandwood.org and state “Search for Director of Youth & Families Programs” in the subject line.

By mail to: IslandWood, Search for Director of Youth & Families Programs, 4450 Blakely Avenue NE, Bainbridge Island, WA 98110

Notes: Application forms are available on our website at www.islandwood.org in English and Spanish.

Position Posted: 21 May 2021
Application Deadline: Open until filled
Start Date: As soon as practical; June/July 2021

IslandWood is an Equal Opportunity Employer and welcomes applications from qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, pregnancy, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws.