

# Director of Programs & Impact

Elevating foster youth voices.

Transforming individuals and systems.



# About NFYI



Founded by then-Congressmember Karen Bass in 2012, the National Foster Youth Institute is dedicated to ensuring that current and former foster youth have a seat at the table alongside legislators, policymakers, families, and advocates. We believe that truly transformative foster care reform is possible only when individuals who have personally experienced the child welfare system have a role in changing it. NFYI creates pipelines of leadership that connect current and former foster youth between the ages of 18 and 30 with decisionmakers to change the systems that impact foster youth and transition age youth locally and across the country.

Participants in our programs experience mentorship, community, civic engagement, a deepening of their understanding of the child welfare system, and greater confidence. Policymakers develop a better understanding of the implications of their work. And laws and systems are strengthened. Learn more about our programs and the issues we work on at [nfyi.org](https://nfyi.org).

# Position Overview

NFYI is seeking a Director of Programs & Impact to lead the design, delivery, and continuous evaluation of NFYI's programs, ensuring that everything we build is not only high-quality and consistent, but directly advances the goals and objectives laid out in NFYI's organizational strategic direction. This role brings structure, rigor, and evaluative discipline to programs with great bones but a piecemeal history.

You'll lead, coach, and collaborate with a team to elevate their work and demonstrate impact on both systems and individuals.



**Job Type:** Full Time, Exempt

**Location:** Work from home, US Remote, with a strong preference for candidates in the LA area

**Reports To:** Chief Operating Officer

**Salary:** \$85,000/year + benefits

In recognition of the ways in which negotiating salaries can contribute to pay inequities, the salary for this position is non-negotiable.

# Key Responsibilities

## Program Strategy, Planning & Development

- Lead the design, development, and implementation of programs and services that meet the diverse needs of foster youth, ensuring every initiative ties directly back to the goals and objectives in NFYI's strategic direction.
- Build and maintain a progression framework across NFYI's programs — a clear scope-and-sequence showing how a young person advances from initial engagement to leadership over time.
- Develop and maintain standardized curricula, facilitator guides, and session materials so program quality and consistency do not depend on which staff member is delivering it.
- Create plans for growing and mobilizing a grassroots action network of current/former foster youth, foster families, and supporters.
- Lead program staff in executing all program activities in alignment with NFYI's mission, strategic direction, and objectives, as well as deliverables committed to funders.
- Provide financial oversight of all programs, working with the COO and Accounting & Administrative Assistant to develop and track program budgets.
- Develop short- and long-term strategic plans for program expansion, enhancement, and sustainability, including scalability planning and documentation as NFYI grows beyond its current staffing model.

## Team Leadership & Development

- Supervise staff managing the Congressional Leadership Academy, Internships, LA Policy, and the LA Chapter.
- Provide strong leadership to the programs team, fostering a culture of collaboration, innovation, and excellence.
- Mentor and coach staff members, promoting their professional growth and development.
- Support staff in developing work plans tied to organizational goals and foster a culture of excellence and accountability across the team.
- Conduct regular performance evaluations and provide constructive feedback to ensure the team's effectiveness.

# Key Responsibilities

## (Continued)

### Evaluation & Impact

- Own program evaluation as a core, ongoing function, not an afterthought. Build and refine logic models / theories of change for NFYI's programs, paired with practical measurement tools (pre/post assessments, outcome tracking, feedback loops) that go beyond satisfaction surveys.
- Develop and implement systems for monitoring program outcomes and impact on an ongoing basis, and use that data to assess effectiveness, identify gaps, and drive data-informed decisions.
- Ensure programmatic excellence by closing gaps identified through evaluation and connecting programmatic goals directly to policy goals and NFYI's strategic direction.
- Prepare impact reports and presentations for internal stakeholders, the Board, funders, and other partners, and provide program outcomes data that supports grant proposals, reporting, and funder communications.
- Train and support program staff on evaluation tools and a shared measurement framework, building long-term internal ownership of evaluation practice across the team.

### Partnership & Collaboration

- Cultivate and maintain strategic partnerships with government agencies, nonprofit organizations, academic institutions, and other stakeholders.
- Collaborate with external partners to leverage resources, expertise, and networks in support of NFYI's programs and initiatives.
- Represent NFYI in external forums, conferences, and events to promote awareness of foster youth issues and advocate for policy change.
- Assist the development team in creating grant reports for program funders and sponsors that demonstrate achieving deliverables and impact on both individuals and systems.
- Work closely with the communications team to develop messaging and materials that effectively communicate NFYI's programs and impact.

# Key Responsibilities

## (Continued)

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### Strategic & Policy Advising

- Advise the leadership team on strategic planning, goal setting, Board and funder communications, and organizational direction, ensuring programming stays aligned with NFYI's strategic direction as it evolves.
- Center lived experience by serving as a conduit between youth/member recommendations and the legislation and policies NFYI's policy team advocates for.
- Advise the CEO and Government Relations Director on policy positions informed by program outcomes and participant experience.
- Collaborate with the COO to ensure organizational and programmatic budgets are aligned with program goals and the needs of the community NFYI serves.



# Skills & Experience

- Strong experience (typically 5+ years) leading youth development programs, including program design, staff supervision, and organizational-level (not single-program) strategy.
- Demonstrated experience building program evaluation frameworks and outcome measurement tools — logic models, theories of change, and data-driven program management.
- Experience designing or standardizing curricula and translating strategic frameworks into practical, usable tools for frontline staff.
- Familiarity with foster care, child welfare, or youth with lived experience in out-of-home care strongly preferred; lived experience welcomed.
- Track record of aligning program strategy to an organization's broader strategic plan and communicating impact to leadership, funders, and boards.
- Strong people-management skills, with experience supervising, coaching, and developing program staff.
- Skilled relationship-builder, comfortable representing the organization with government agencies, funders, and external partners.
- Excellent written and verbal communication skills, including comfort preparing reports and presentations for varied audiences.

## Work Environment & Expectations

- This is a full-time, work-from-home position. Standard business hours apply, with the expectation of flexibility to occasionally attend programs that are held at times convenient for youth participants, which may fall outside typical business hours.
- Travel to Washington, D.C. is required at least once a year for Shadow Day; occasional additional travel to program events may be expected, depending on location.
- Must be willing to use personal equipment (reliable internet, cell phone, laptop/tablet) when working remotely.

*NFYI reserves the right to change duties, as needed. All NFYI employees/contractors are encouraged to be flexible and responsive to change in the scope of duties.*

# Our Team:



## Is Inclusive

We're an equal opportunity employer that believes diversity in who we are and how we've experienced life is our strength.



## Centers Lived Experience

Our board and staff include leaders with lived experience, and our youth members are leading a movement to ensure every young person impacted by foster care has the support, resources, and opportunities they need to thrive.



## Is Committed to Partnership & Excellence

We are deeply dedicated to our mission and the program participants we work with. We work collaboratively to create solutions that foster connection, honor our shared future, and deepen our impact.

# Ready to join us? Apply today:

[Click here](#) to upload your resume and a cover letter. In your cover letter, please take one or two paragraphs to describe a program you have led or significantly shaped that centered the experiences of the people it was designed to serve. How did you translate their input into program design or improvements? And how did you determine whether the program was achieving its intended impact?

[www.nfyi.org](http://www.nfyi.org)  
[@nfyinstitute](https://twitter.com/nfyinstitute)