



Outside In Seeks Executive Director

Apply by May 7, 2018 (See p. 2 for details)

The mission of Outside In is to help homeless youth and other marginalized people move towards improved health and self-sufficiency.

The Opportunity

Outside In seeks a visionary and strategic Executive Director to build on its track record of innovation and success. Based in Portland, Oregon, Outside In is a nonprofit organization with an annual budget of approximately \$12 million, providing comprehensive healthcare, transitional housing, job training, and social supports that enable homeless youth and others at the margins to improve their lives.

Outside In is known for its strength-based and trauma-informed approach, including a commitment to harm reduction. The organization is a social justice advocate and a service provider, with a strong track record of serving LGBTQ youth. Outside In is governed by an 18-member Board of Directors, which includes a diversity of professions and perspectives.

Founded in 1968, Outside In has continually evolved its services to meet changing community needs. As a Federally Qualified Health Center (FQHC), Outside In now serves as the medical home for more than 6,000 individuals (adolescent through geriatric), providing primary care, mental health care, dental care, alternative medicine, tattoo removal, syringe exchange, and overdose prevention services.

Outside In's youth services support more than 800 homeless youth each year, helping them access critical resources, develop supportive relationships, and build skills for a healthy future. Through Virginia Woof Dog Daycare, Outside In's nationally recognized social enterprise, youth gain work experience as a foundation for future employment.

Outside In's incoming Executive Director will lead a dedicated Leadership Team and a mission driven staff in a time of significant change. Priorities for the Executive Director include:

- **Implement Eastside Expansion:** Oversee implementation of Outside In's eastside expansion in Gresham. The majority of fundraising has been completed to develop a new facility for youth services and clinic operations, which will bring Outside In's innovative offerings to this rapidly growing East County community.
- **Ensure Continued Financial Success:** Continue efforts to increase earned income and revenue from philanthropy and government grants. Outside In has a solid development program in place and is currently expanding its efforts with major gifts and planned giving.
- **Lead Organizational Development:** Attend to strategic planning and assure that systems are in place to support Outside In's recent growth. Develop and/or refine practices for cross-departmental communication, clinic revenue capture, and consistent Board engagement.
- **Deepen Diversity, Equity and Inclusion:** Champion racial equity across the organization. Outside In has been a leader in the LGBTQ community. The next chapter of the organization's equity work is focused on deepening racial and cultural equity. A Diversity, Equity and Inclusion (DEI) Committee supports these efforts.

Executive Director Profile:

Required Experience, Knowledge and Education

- **Leadership and Change Agility:** Demonstrated ability to lead strategy development, manage organizational change, promote collaboration, and ensure that staff are well supported, including professional development opportunities; includes experience leading a senior leadership team in a dynamic environment.
- **Business Acumen and Resource Development:** Experience developing resources through fundraising and earned income. Able to assess, implement and evolve new opportunities in a rapidly changing environment for healthcare and social services.
- **Relationship Building:** A compelling, strength-based communicator with excellent verbal, written and interpersonal communication skills. Proven ability to form internal and external relationships, and to effectively represent the organization to diverse stakeholders including donors, media, partners, elected officials, and other government contacts at local, state and federal levels.
- **Diversity, Equity and Inclusion:** Cultural self-awareness and demonstrated ability to address issues of diversity, equity and inclusion within organizational culture, practices and policies. Knowledgeable about issues affecting LGBTQ, linguistically diverse, and communities of color.
- **Management:** Minimum 8 years executive management experience, including strategic planning and financial oversight with an organizational budget of at least \$5 million, operating in a complex, regulated environment; includes experience working with a nonprofit board.
- **Education:** Bachelors degree or equivalent.

Preferred Experience, Knowledge and Education

- Experience with programs that serve homeless youth or other marginalized and medically underserved populations.
- Healthcare experience and knowledge of Oregon's healthcare system.
- Familiar with Federally Qualified Health Center (FQHC) operations and requirements.
- Knowledge of Oregon's public policy landscape.
- Advanced degree in health, human services or related field.

Desired Qualities: Integrity, sense of humor, grounded, compassionate, diplomatic, fast learner

Compensation: Competitive compensation package including excellent benefits.

How to Apply: Submit the following by **May 7, 2018:**

- 1) A cover letter that reflects how your experience qualifies you to become the Executive Director of Outside In, and
- 2) A complete chronological resume.

Send via email as a PDF to Outside In's Executive Search Consultant, Paula Manley:

OIssearch@paulamanley.com / **Subject Line: Outside In Executive Search**

All inquiries will be handled confidentially. Please use this email to request an accommodation.

To learn more about Outside In and see a complete job description: www.OutsideIn.org.

Outside In recognizes that our clients and employees have unique experiences rooted in and affected by race, culture, gender identity, age, belief systems, social class and income, sexual orientation, physical ability, and other aspects of individual identity. We acknowledge the beauty, strength, and opportunities that come from such diversity as well as the destructive and pervasive consequences that come from prejudice and oppression. We are deeply committed to dismantling overt and covert oppression, and to building personal and institutional diversity and inclusiveness.