



Director of Youth and Family Services

Reports to Senior Director of Community Transformation

Hours: Full-time, 40 hours /week

Pay Range: \$31.25 - \$34.60 /hours, depending on qualifications

Benefits: Medical, Dental, HSA, Life Insurance, Long-Term Disability, Accident Insurance, Paid Time Off and Holiday Pay.

Position Summary

The Director of Youth and Family Services provide strategic leadership and firsthand program oversight for Damascus Way's multigenerational programming serving youth and families impacted by incarceration and substance use. This role balances program leadership, direct service, and partnership development while advancing Damascus Way's mission.

Core Responsibilities

Program Development & Strategy

Design, implement, and refine youth and family services addressing generational impacts of incarceration and substance use. Ensure trauma-informed, culturally responsive practices and establish clear program outcomes.

Program Implementation & Management

Oversee daily operations, manage budgets, ensure compliance, and use data for continuous improvement. Assume additional responsibilities as needed to ensure the successful implementation, sustainability, and continuous improvement of family-centered programming.

Direct Coordinated Services

Maintain a caseload of youth and families, delivering assessments, goal planning, advocacy, and crisis intervention, while coordinating and facilitating family-centered groups to support healing, stability, and positive outcomes.

Staff Leadership & Supervision

Supervise staff, support professional development, and foster a learning-oriented team culture.

Partnerships, Contracts & Grants

Develop and maintain community partnerships, manage grant and contractual outcomes, and ensure compliance and reporting requirements.

Required Qualifications

Bachelor's degree or 5+ years relevant experience; program leadership; grant/contract experience.

Agree with and adhere to Transform Minnesota's Statement of Faith, Core Values and Code of Conduct.

Preferred Qualifications

Certified Peer Recovery Service Eligibility, lived experience, Minnesota systems knowledge.