



# Guided Pathways Support

For Youth & Families



# Executive Director

Search Conducted By



# About The Organization

**Guided Pathways-Support for Youth and Families** (Guided Pathways) is a King County, Washington-based 501c3 nonprofit committed to providing services for families, by families and with families. As part of their ongoing commitment to parent to parent and peer to peer support, King County funded the startup of Guided Pathways in 2012. Since our inception, we have provided:



**7000+ Services** Support for over 1,400 youth and families

The organization leverages a team of trained peer counselors who empower and support youth and families struggling with behavioral, emotional, and/or substance abuse issues. Guided Pathways' services are free of charge.

Guided Pathways is the only organization of its kind in King County that assists families in navigating the complex child-serving systems, including juvenile justice, child welfare, mental health, and substance abuse treatment. We use our current model because peer support is an evidence-based program that has shown tremendous success in positive changes to clients' mental and behavioral health. Family peer support staff empower parents through information, guided problem solving, and by providing an empathetic ear to navigate housing, healthcare, schools, and the courts. Our youth peer support staff teach and model for children and youth the people skills needed to navigate life, build relationships with their peers, and advocate for themselves.

Guided Pathways has grown to a staff of six, an eight-person Board of Directors that includes two of the founders, and an annual budget of \$500,000.



## ***Our Mission***

We empower and support families and youth struggling with behavioral, emotional or substance abuse challenges in navigating resources to achieve wellness and resilience.

## ***Our Vision***

We value family voice, family choice. Youth and families have the right to speak and to make decisions about their behavioral, emotional, mental health care and substance abuse treatment. Youth and families have the right to know the full range of promotion of wellness and prevention options available to them. Family inclusion is fundamental to a strong and effective system of care.



## About The Executive Director Role

Guided Pathways seeks a dynamic, empathetic, and proven leader to replace its founding Executive Director (ED) and lead the organization forward as it broadens its impact in the lives of youth and families. This is an exceptional opportunity for an individual who has the desire and experience to grow the organization and raise funds to supplement our county funding as we consistently provide family support to those facing challenges.

Supported by a dedicated staff and longstanding Board of Directors, the ED will be accountable for the following areas:



## Strategic People & Organizational Leadership

- Lead our organization using strengths-based leadership
- Model self-awareness, authenticity, integrity, and humility
- Develop staff and create a culture of continual learning so that staff are trained and empowered to fulfill our mission
- Conduct a thorough organizational assessment, beginning with a listening tour with staff, and implement changes
- Ensure we have the systems, processes, and people in place to serve families and to accommodate growth
- Together with the Board of Directors and staff, create a multi-year community-centered strategic plan that includes expansion and a clear path to support our anticipated growth
- Lead the process of developing and managing the annual budget
- Provide sound fiscal and administrative oversight to ensure we maximize our resources and meet the terms of our contract with King County

## Community Engagement & Fundraising

- Engage, convene, build, and retain strong relationships with community organizations, school districts, and other nonprofits that are natural partners for our work
- As the face of the organization, seek opportunities and places to share about Guided Pathways' work to raise awareness and increase our reach to new families
- Develop a comprehensive fund development plan
- Identify and engage a mix of foundation, corporate, and/or individual prospective donors
- Define a compelling value proposition for potential donors and partners

## Board Management & Development

- In close partnership with our Board members, assess and map the needed skills on the Board of Directors and recruit to fill any gaps
- Alongside the current Board, create and support board onboarding, training, and development
- Guide and support the work of the Board of Directors to raise funds and engage their communities and networks

## Executive Director Candidates

Qualified candidates will bring passion about our mission and vision. Guided Pathways' next ED will bring:

- A minimum of three years' relevant executive leadership experience
- Knowledge and understanding of peer counseling, behavioral health, social work, special education, or related field
- Excellent critical thinking and communication skills
- A positive attitude coupled with patience and tenacity
- Experience raising funds; grant writing skills are beneficial
- Experience serving on or working closely with a Board of Directors
- Demonstrated success leading or participating in a strategic planning process
- Strong ethics and personal integrity
- Proven experience managing staff and yourself; management of volunteers is a plus
- Proof of being up to date on COVID vaccinations



## Compensation

This is a full-time exempt position. The salary range is between \$90,000-100,000 plus benefits.

## Location

Guided Pathways is located in Kent, WA and the role requires some travel in King County.

## To Be Considered

Guided Pathways serves a diverse group of King County residents and is committed to creating an inclusive environment. Guided Pathways is an equal opportunity employer. We encourage qualified people of all backgrounds and identities to apply.

To be considered, please visit [Guided Pathways Executive Director](#) to submit your resume and cover letter expressing your passion for the mission and fit for the role. The role will remain open until filled and candidates are encouraged to submit materials before May 13<sup>th</sup>, 2022.

The search for the Executive Director is supported by a team at NextDeavor. Please do not reach out to Guided Pathways. Questions and nominations of potential candidates should be directed to:

### **Chris Nguyen**

Managing Partner  
chris@nextdeavor.com

### **Mikkell Jackson Roeland**

Managing Director  
mikkell@nextdeavor.com