

Research & Advocacy Director
Reports to: Executive Director
Full-time: Exempt
Salary Range: \$70,000 to \$75,000



Alternatives Overview

Alternatives' mission is to inspire young people to create a just future through practices that heal individuals, restore communities, and transform systems. Since 1971, we have developed innovative programs to serve youth in some of Chicago's most vulnerable communities on the far north and south sides.

Alternatives provides emergency response for youth in crisis, at all hours of every day, mediating familial conflict and relocating youth to a safe environment. Our Behavioral Health team offers school and community based clinical hours and prevention groups helping youth develop healthy habits while addressing substance abuse and other destructive behavior. Our social justice youth groups focus on youth leadership development and career training. In addition to direct work with young people, our model builds the capacity of staff and administrators in Chicago Public Schools, Homeless Youth Service Providers and other youth-serving institutions, to provide restorative, trauma-informed and culturally responsive environments in which young people can thrive.

The Research & Advocacy Director (RAD), in collaboration with the Executive Director and Executive Team, will help to develop innovative, community responsive programming, enhance our research capacity, and develop our advocacy platform.

Responsibilities:

Perform the following from a racial, gender, sexuality, and ability equity lens:

- Develops the organization's capacity to identify social and economic solutions that measurably advance social change through research and evaluation, data analytics, innovation, policy and advocacy, and/or technical assistance and field-building.
- Works collaboratively with and guides agency-level Executive Director and Executive Team at Alternatives to advance policy and systems change that positively impacts the lives of program participants and those who have been historically marginalized.
- Serves as an external and internal ambassador and advocates to position Alternatives as a research, policy, and systems change thought leader within our identified issue area priorities.
- Works collaboratively with Program Directors to enhance data capacity at Alternatives.
- Pursues and shapes bold, innovative funding and partnership opportunities that further the organization's strategic vision.
- Presents at and/or participates in Board meetings and committees, as needed
- Collects reviews and submits to the Executive Director all monthly, quarterly, general and statistical reports as required for compliance with various grants and initiatives.
- Develop new initiatives to support the strategic direction of the organization.
- Other duties as assigned by the Executive Director.

Qualifications

1. Bachelor's degree in social sciences, public policy, economics, or related field required. Master's preferred.
2. At least 3 years of experience in research & advocacy. Senior Management experience preferred.
3. Advanced knowledge of Chicago's political climate and policy issues impacting our communities.
4. Demonstrated success evaluating services and successfully operationalizing innovative programs.
5. Proficiency in Microsoft Office is essential.
6. Must work effectively with agency staff, board members, funders, donors and volunteers.
7. Must be driven to succeed, organized, proactive, innovative, responsible, and assertive, possess integrity and the ability to motivate others.
8. Strong project management skills working with multifaceted and complex programs.
9. Excellent verbal and written communication skills.
10. Deep commitment to building a diverse staff engaged in significant work with youth and their families at a community-level.
11. Flexible nights and weekends as needed.

Please send a copy of your Resume and Cover Letter to Careers@alternativesyouth.org
Applicants from the communities we serve are strongly encouraged to apply.