



BRIDGES

FOR THE DEAF AND HARD OF HEARING

DIRECTOR OF YOUTH EDUCATION & SERVICES

The mission of Bridges for the Deaf and Hard of Hearing is to build access, equity, and inclusion in partnership with the D/deaf, Deaf-Blind, and Hard of Hearing communities through advocacy, education, empowerment, and effective communication. We envision a world without barriers in which potential is unlimited and self-realization is possible. That's been our commitment for 95 years, and we are as dedicated to this purpose today as we were in 1927. We currently serve Middle Tennessee, West Tennessee, northern Alabama, southern Kentucky, and parts of Mississippi and Arkansas.

Position

Reporting to the Chief Executive Officer (CEO), the Director of Youth Education & Services serves as a key leadership team member and an active participant in making strategic decisions affecting the corporation. This position is responsible for all program activities and services related to interpreting services. The Director of Youth Education & Services will be responsible for program development and implementation as well as directly delivering some services, manage related accounts and contracts, supervision of staff, as needed, and setting goals and direction for program to deliver the highest quality of service. The Director of Youth Education & Services will build strategic collaborations and partnerships to expand and enrich the efficacy and reach of our programs.

Currently, the Youth Education & Services department offers programs and services from birth through high school. These included, but are not limited to:

- Little ACEs, a birth to five, language intervention and acquisition program in which Deaf Mentors are matched with families with D/deaf or hard of hearing children with the goal of supporting American Sign Language, communication, advocacy, culture, confidence, practical support, and community
- Signing ACEs, our K-12 program, that includes school-based mentoring, after-school programs, social activities, volunteer and internship experiences, and more
- Camps & Clubs, including Camp Rise & Sign, Camp Sign Me Up, and Club Sign Me Up

- Advocacy & Outreach, including IEP meetings, trainings, workshops, parent ASL classes, and outreach presentations

Responsibilities

Support and partner with the CEO on strategic planning and decision making for agency

Lead and manage all youth educational programming

Develop collaborations and partnerships with stakeholders to support new or expanded programming related to youth education

Design and deliver workshops and outreach presentations on a variety of topics related to D/deaf and hard of hearing education

Maintain current and historical knowledge of D/deaf and hard of hearing issues, history, culture, interpreting, etc.

Participate in or serve on committees, boards, etc. both internally and externally as needed

Partner with Director of Development on all funding and marketing needs related to youth education

Partner with the Finance Manager to track and maintain records of all revenues and expenses related to youth education

With CEO and Director of Development, develop measurable goals and objectives for all youth programs and services, and track and evaluate outcomes

Maintain appropriate records for clients, grant reports, etc.

Identify, develop, and mentor appropriate staff and independent contractors to deliver programs and high-quality services utilizing best practices in the field

Maintain current knowledge of best practices in D/deaf and hard of hearing education, applying necessary standards to our services

Other tasks as requested

Qualifications

Professional experience in a nonprofit organization or educational setting; demonstrated success in a leadership function

Bachelor's degree and education certification required

Tangible experience of having expanded and cultivated stakeholder relationships over time

Excellent communication skills, both written and signed/spoken; ability to influence and engage a wide range of stakeholders and to build long-term relationships

Flexible and adaptable style; a leader who can positively impact both strategic and tactical decisions and program delivery

A professional and resourceful style; the ability to work independently and as a team player, to take initiative, and to manage multiple tasks and projects at a time

High energy and passion for Bridges' mission is essential

Ability to construct, articulate, and implement annual strategic department plan

Strong organizational and time management skills with exceptional attention to detail

Client focus, heart for service, strong work ethic, highly-developed sense of responsibility and accountability, self-motivated, sense of humor, agility and flexibility, open learner, enjoys challenges, grit, empathetic, compassionate, innovative, creative

Fluency and expertise in ASL and Deaf culture