Director Of Youth Development And Social Innovation

DIRECTOR OF YOUTH DEVELOPMENT AND SOCIAL INNOVATION

Be a part of a vibrant city and lead a department focused on academic enrichment programs, services and supports to supplement the education system from Pre-K to post-secondary along with opportunity gaps through community collaborations.

THE COMMUNITY

Meaning "the meadows," Las Vegas is surrounded by mountains and desert providing spectacular scenery and a warm climate. Las Vegas residents enjoy more than 300 days of sunshine a year, with an average high temperature of 80 degrees and an average low temperature of 56 degrees. Streets lined with palm trees, creative parks, and abundant pedestrian/bicycle trails make residential living comfortable and pleasant in a variety of neighborhoods that are affordably priced.

Residents enjoy nearby hiking at the Red Rock Canyon National Conservation Area, kayaking down the Colorado River and skiing in Lee Canyon during the winter. Within a day's drive are venues such as Disneyland and National Parks like Zion and Grand Canyon. For sports fans, the City is home to the NHL Vegas Golden Knights and minor league baseball, soccer, and WNBA teams. The City will soon be home to the NFL Las Vegas Raiders as well.

With a population of nearly 650,000 residents, Las Vegas has been one of the fastest-growing cities in the United States and Clark County overall has a total population of over two million. The City embraces responsible growth and strives to provide open, accessible government and high-quality services to its residents. As a result of this growth, Las Vegas has become a diverse community, both culturally and ethnically. The Clark County School District reports an enrollment of more than 320,000 students. Institutions of higher learning include the University of Nevada-Las Vegas, the Community College of Southern Nevada, the Desert Research Institute, the Nevada State College and the University of Nevada Medical School.

In Sunset Magazine's list of the "24 Best Places to Live and Work," Las Vegas ranked as the 2nd best place in the U.S. to start a career.

CITY GOVERNMENT

The City of Las Vegas was founded in 1905 and incorporated in March 1911. The City is governed under the council-manager form of government. The mayor is elected at-large and six council members are elected from wards for overlapping four-year terms. The City has inter-local agreements with Clark County and the cities of Henderson, North Las Vegas, and Boulder City for joint water, transportation, library, and solid waste services. Police services are provided by the Las Vegas Metropolitan Police Department, a jointly supported venture of the City of Las Vegas and Clark County, led by an elected sheriff. The City employs over 3400 personnel and operates with a FY 2019 general fund budget of approximately $573 million. In 2018, the City was named an All-American City by the National Civic League for showing how the community leverages civic engagement, collaboration, inclusiveness and innovation to successfully address local issues.

Mission Statement

To provide residents, visitors and the business community with the highest-quality municipal services in an efficient, courteous manner and to enhance the quality of life through planning and visionary leadership.

DEPARTMENT OF YOUTH DEVELOPMENT AND SOCIAL INNOVATION

The Department of youth development and social innovation (YDSI) provides the full range of supports and services to ensure that residents receive a strong start in life, cultivate the

skills required to compete and can access support systems to help them thrive. YDSI delivers a range of programs that strengthen the community, enhance education, and promote innovation:

- **Youth Development**: YDSI supports early learners through young adults with a range of services that help them thrive. Programs include innovative early education delivery models, unique school-based academic supports and engaging career pathways.
- **Community Connections**: YDSI amplifies the impact of community leaders who advocate for vulnerable residents, offering a beacon of hope by coordinating efforts across faith communities, engaging the growing Latino community and empowering at-risk young people who face adversity and experience trauma.
- **Innovation**: YDSI identifies innovative systems, models, strategies, and resources that need to be in place for development of a robust and integrated P-20 education system that extends from preschool to higher education.

To learn more about the Youth Development and Social Innovation Department and key programs, visit: https://www.lasvegasnevada.gov/Government/Departments/YDSI

THE POSITION

The Director of Youth Development and Social Innovation will be responsible for planning, directing, managing, and overseeing the activities and operations of the Department, including programs and strategies that enhance early learning and K-12 education, Safekey before and after school programs, youth development, post-secondary/workforce development, education and social policy, and community outreach. Through these efforts, the Director will also work closely with schools, external stakeholders, community-based organizations and the wider community to align resources to support academic excellence. The Director will provide highly responsible and complex administrative support in these areas of expertise to the City's senior leadership.

For a full job description, visit: https://www.governmentjobs.com/careers/lasvegas/classspecs/1100806

IDEAL CANDIDATE

The ideal candidate is committed to advancing opportunity for all Las Vegas residents, particularly children and their families. Individuals will be most successful if they have demonstrated significant knowledge in education policy and public administration, particularly in a complex, diverse urban public or government environment and have experience in management and education. The ideal candidate should demonstrate a commitment to listening, creating space for diverse perspectives, achieving amenable solutions for those with competing interests, and fostering a collaborative approach to problem solving. Individuals should enjoy bringing innovative, contemporary and fresh ideas to fruition. Strong candidates will possess a strategic orientation and exceptional business management skills. Candidates should exhibit the ability to effect change in an organization through strong leadership and management skills all while being creative in his/her approach to establishing productive partnerships with other organizations for the benefit of the community.

Core Competencies

- **Community Engagement**: Identify and work with different communities to develop strategies that can be acted on.
- **Business and Political Acumen**: Possess expertise in technical, political and budgetary leadership. Present complex concepts and proposals in a respectful, collaborative and understandable way to build the community.
- **Creativity and Innovation**: Creatively think in lateral ways and draw together varied information to arrive at new solutions or courses of action. Carefully reflect on the quality of ideas to foster advancement.
- **Leadership and Drive**: Influence and encourage people to give their best and inspire others to carryon despite obstacles along the way.
- **Marketing Ability**: Exemplify effective strategic planning, research and development, promotion and customer service.
- **Results Orientation**: Maintain a firm focus on useful results and outcomes and not just input activity and/or misdirected effort.
- **Interpersonal Skills**: Have an ability to engage with other people in a positive way, regardless of their level or status.

Education and Experience

It is expected that the new Director of Youth Development and Social Innovation will have a Bachelor's degree with a major in public administration, business administration, communications, or a related field, and six years of increasingly responsible experience involving educational improvements or community services programs, including three years of administrative and supervisory responsibility. A combination of formal education and directly related work experience may substitute for the degree (the City assesses 1.5 years of full-time experience as equivalent to one year of education). A Master's degree is preferred.

COMPENSATION AND BENEFITS

The salary range for this position is **$112,951 - $180,724**. **Actual salary will be dependent on the qualifications and experience of the successful candidate**. The City offers an excellent variety of generous benefits and financial incentives that include:

- **Tax Structure** – Employees benefit from Nevada's very favorable tax structure - no state or local income tax, no inheritance tax, no sales tax on food or drugs, and the property tax rate is among the lowest in the country.
- **4-10's Work Week**
- **Retirement** (Nevada P.E.R.S.) – No Social Security deductions, except for the small, mandated Medicare portion (1.45%).
- **Medical, Dental, Vision Insurance Program** – Five medical plans available, plus two dental and vision plans. City pays 100% of employee premium costs and 50% of dependent premiums.
- **Leave** – Generous vacation, sick leave and paid holidays including leave sell back and a birthday holiday.
- **Annual Health & Wellness Reimbursement** – Employees may apply for reimbursement of up to $2,000 annually for qualified out of pocket health and wellness expenses (i.e. gym membership and fitness wearables). Employee and family education benefits are also available (tuition assistance and student loan repayment).
- **Deferred Compensation** – Two deferred compensation record keepers (Mass Mutual and ICMA-RC) to choose from; City matches dollar for dollar up to the following amounts per calendar year of service and employees are fully vested after five years:
  - » 0 - 24 months $4,000
  - » 25 - 48 months $5,000
  - » 49 - 60 months $6,000
  - » 60+ months $7,000
- **Life Insurance** – $100,000 City-paid policy.
- **Short-term Disability Insurance** – City pays employee 100% of base salary for up to 90 days.
- **Long-term Disability Insurance** – Benefits begin after 90 days of disability. Payment is up to 70% of earnings, up to $15,000/month.

APPLICATION PROCESS & RECRUITMENT SCHEDULE

To be considered for this opportunity, please submit cover letter, resume, and a list of six professional references by **Monday, December 2, 2019** using this link: https://executivesearch.cpshr.us/JobDetail?ID=580

CPS HR CONSULTING

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Selection Process

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant qualifications will be invited to participate in an interview with the consultant and then the most qualified candidates will be invited to participate in a selection process that will occur in Las Vegas. An appointment will be made following the completion of in-depth reference and background checks to be coordinated with the successful candidate.

CITY OF LAS VEGAS NEVADA

The City of Las Vegas is an equal opportunity employer and values diversity at all levels of its workforce.