



Photo Lucien Samaha

**Recruitment Profile**  
Senior Vice President, Programs



**McCormack+Kristel**

## About Point Source Youth

**Founded in 2015, Point Source Youth is a nonprofit organization working nationally to prevent and end homelessness. They help advocate for, implement, and evaluate proven, scalable, and replicable youth homelessness interventions to increase housing options for youth. The organization’s liberation-focused model trusts young people as experts in their lives and well-being.**

Point Source Youth believes society is morally obligated to amass ample resources to end youth homelessness collectively. To that end, they work alongside communities and partners to uplift the power of young people, especially historically marginalized youth, including BIPOC and Queer youth..

They partner with service providers, funders, policymakers, government officials, and youth advocates nationwide to advance meaningful and affirming solutions to end youth homelessness. Their youth-centered solutions empower young people to make vital decisions that positively impact their lives. Programs and services include:

- **Direct Cash Transfers:** Point Source Youth provides direct cash transfers with youth-determined support to homeless youth so that they can afford necessities such as food, housing, and transportation. Point Source Youth also supports Direct Cash Transfers as Prevention, which provides youth with cash and support to prevent them from experiencing homelessness in the first place.
- **Housing:** The organization supports housing for homeless youth, including rapid re-housing and youth-determined host homes.
- **Advocacy:** Point Source Youth advocates for policies and programs that support homeless youth at the local, state, and federal levels.
- **Youth Leadership:** Point Source Youth works to ensure that young people with lived experience create and lead programs that end youth homelessness locally and nationally.

### Organizational Highlights



Founded in 2015



\$8.4 Million Budget



11 Person Board of Directors



30 Staff



Headquartered in New York City



For more information, please visit:  
[www.pointsourceyouth.org](http://www.pointsourceyouth.org)





Point Source Youth also supports research and evaluation, partnering with leading researchers nationwide to evaluate the interventions it supports. Rooted in their belief in the power of local change, their team of regional training and technical assistance experts empower communities on the ground, working to end youth homelessness. In further support of their collective and regional approach to ending the national youth homelessness crisis, Point Source Youth convenes a National Symposium and an Innovation Summit, reaching over 1,450 registrants.

## The Mission

Point Source Youth envisions a world where all young people can enjoy the right to safety, stability, and joy. They believe that youth should be trusted to direct their own lives and that leadership by and advancement of the young people most impacted by the homelessness crisis is paramount.

## The Position

Reporting to the Executive Director and serving as a central figure on the executive team, the new Senior Vice President, Programs will manage and lead the impactful strategy and implementation of Point Source Youth's core interventions, which include Direct Cash Transfers, Direct Cash Transfers as Prevention, Host Homes, Rapid Re-housing, and Youth Leadership. With a focus on scaling programs, improving systems, and building culture, the new SVP will take responsibility for a portfolio of programs that locate power in the hands of youth at risk of experiencing homelessness. The position will lead the continued growth of the organization's programs to achieve its ambitious mission; effectively scaling the organization's program expansion to make youth homelessness rare, brief, and non-recurring for 4.2 million young people in 50 states. The key responsibilities of this position include:

### Executive Leadership

- Lead in creating a diverse, equitable, and inclusive organization built on a foundation of transparency and collaboration.
- Take responsibility for managing a large, skilled, and ambitious team of leaders experienced in ending youth homelessness.
- Assess gaps in systems, procedures, and policies and foster a sustainable infrastructure that drives success.
- Actively collaborate with PSY's development team to review programs and determine the alignment of funding and partnerships to support the expansion of Direct Cash Transfers, Direct Cash Transfers as Prevention, Host Homes, Rapid Re-housing, and Youth Leadership as well as our growing youth homelessness prevention work.
- Launch and manage opportunities for staff to learn and develop, including professional and leadership development trainings and workshops.
- Model behavior and share practices that support organizational collaboration and enhance accountability.



- Contribute executive-level strategies that support program staff members' roles in community engagement.
- Ensure that the Programs Team supports and meets the organization's revenue goals.
- Work to communicate the impact of the programs to funders and to secure additional funding for the organization's program work.

## Strategy & Vision

- Serve as the lead thought partner with the Executive Director on strategies that scale PSY's programs and create sustainability.
- Effectively scale the organization's program expansion to achieve its mission of making youth homelessness rare, brief, and non-recurring for 4.2 million young people in 50 states.
- Develop complex and effective strategies to meet program goals established by the Executive Director.
- Work collaboratively across PSY's senior leadership team to ensure programs are aligned with the organization's budget, funding requirements, and operational goals.
- Collaborate with the senior leadership team to strengthen existing relationships with foundations, donors, and government agencies and source new funding opportunities.
- Lead national and local collaborations with allied stakeholders across social justice, housing, and homelessness movements.
- Collaborate with PSY's leadership team to create and promote communications based on program success that amplify and expand impact.
- Strategize and support the continued growth of the organization's conferences and convenings, handbooks and webinars, and training and technical assistance materials.
- Grow and strategize the continued expansive role of young people and youth leadership in the organization's work, interventions, partnerships, and collaborations.
- Represent the organization on appropriate regional and national committees, attending governing board meetings, workshops, and conferences relevant to the LGBTQ+ community, including the CoC Advisory Board and Homeless Youth Task Force, MHSA Steering Committee, Equity Committees, HIV/AIDS Prevention Council, and others.

**The Opportunity** | This is an exciting opportunity for a seasoned program management leader interested in progressing and scaling a radically transformative approach to ending youth homelessness.

## Evaluation & Operations

- Collaborate with the senior leadership team to create and manage an annual program budget.
- Establish a performance management system for PSY's programs to ensure data analysis, and report on programmatic and budgetary progress.
- Establish benchmarks and metrics that improve performance standards for staff aligned with program budgets.
- Develop a process to better evaluate and review staff performance.
- Coach and support program staff to meet goals, outcomes, and impact more effectively.
- Partner with the executive team to develop a narrative on program success and impact.
- Develop and maintain department-specific policies, procedures, and training protocols to ensure compliance with laws, regulations, organizational priorities, and funding guidelines.
- Lead the organization's research strategy with research partners to create an effective evidence base of program success.

## Professional Requirements

The new SVP, Programs will manage a large team of leaders who design, manage, and advocate for PSY's programs. The SVP will be a savvy and strategic leader with outstanding interpersonal, critical decision-making, analytical, and project management skills. Success in this role depends on the new SVP's ability to model and coach accountability. The leader will be skilled and committed to the continued growth of the organization's programs to achieve its ambitious mission. The ideal candidate will have the following:

- Extensive proven experience managing, growing, leading, and supporting large and impactful teams at the national level.
- Proven commitment in leading programs that place power and resources in the hands of young people.
- Demonstrated ability to apply an intersectional and anti-racist lens to all work that lifts up and centers Black, Indigenous, People of Color, non-binary, trans youth, and LGBTQ+ youth.
- Extensive housing experience.
- Experience in the youth homelessness and allied justice movement spaces, with relevant lived experience prioritized.
- Deep understanding of direct cash transfers as housing and prevention and the skills to lead DCT programs as a solution to end youth homelessness.







- Exceptional leadership skills, including a background in managing, developing, and coaching large remote teams.
- Superb communication skills, including the ability to understand government contracts and program deliverables.
- Background developing, managing, tracking, and forecasting program budgets.
- Knowledge of HUD, CoC, RHY Act, and healthcare funding models and contract reporting requirements.
- Previous experience leading and implementing performance management systems.
- An extensive background in managing, analyzing, and communicating data.
- Exceptional problem-solving, critical thinking, follow-up, and time management skills.
- Proven ability to work collaboratively with PSY's Youth Advisory Council to ensure that authentic youth engagement is at the forefront of the organization's work.
- Broad and deep networks with leaders in homeless services nationally, regionally, and locally.
- Ability to build and maintain relationships with key stakeholders at the national, state and city level.
- Skill and proven ability to grow revenue for a rapidly expanding team.

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*The SVP, Programs will be an intelligent, personable, and process-oriented leader with exceptional project management, problem-solving, and interpersonal skills. They will have an unwavering passion for Point Source Youth's mission of putting power and resources in the hands of young people.*

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## **Senior Vice President, Programs**

**Reports to:** Executive Director

**Leads:** A team of 18

**Oversees:** VP, Communications Operations; VP, Technical Assistance;  
VP, Direct Cash Transfers

**Manages:** \$3M Budget

**Lives:** Anywhere in the United States

## Personal Characteristics

The ideal candidate will be a creative, flexible, and collaborative leader who is energized working in a rapid growth, fast-paced environment. They will thrive in PSY's mission-oriented culture and have the vision and skills to increase the organization's program impact. The new SVP will approach management as a mentor and coach and lead by example to create a culture of transparency and accountability. The successful candidate will bring the following qualities:

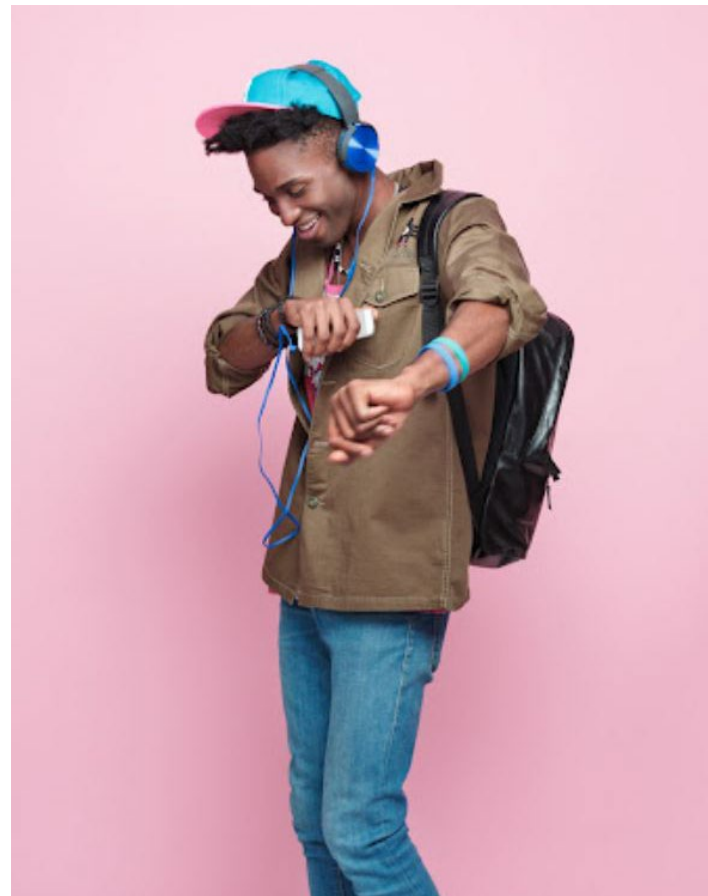
- Passion for Point Source Youth's mission of putting power and resources in the hands of young people.
- Deep understanding of and commitment to social justice frameworks, including anti-racism, economic justice, and gender and LGBTQ equity.
- Ability to develop meaningful connections to diverse populations, including unhoused youth, intergenerational staff, coalition leaders, and donors.
- Belief in PSY's unique approach to ending youth homelessness.
- Ability to devise and execute strategies, including for a vision and goals that may not be your own.
- An energetic and relational leader able to develop success with an intergenerational and skilled team.
- Strong ability to coach and train others toward successful outcomes in real time.
- Exceptional attention to detail and the ability to apply this skill to PSY's programs and operations.
- Flexibility to, on occasion, to work evenings, weekends, and irregular hours.
- Ability to travel and work effectively in various geographic, political, and cultural settings.

## Compensation

The targeted annual salary range for this position is \$170,000 – \$195,000, commensurate with the selected candidate's lived and professional experience and qualifications. Point Source Youth provides an excellent benefits package, including 100% employer-paid health, dental, and vision insurance and a fully funded Healthcare Spending Account equal to the annual deductible. Point Source Youth also provides a 401(k) with a 4% match and a \$300 monthly allowance for a home office and self-care. In addition to a generous PTO policy and holiday schedule, the Point Source Youth offices are closed for two weeks in July and three weeks in December.

## Location

Point Source Youth is a fully remote organization. The SVP, Programs can work from anywhere in the United States.





## Contact

Please submit a résumé and original cover letter that describes your interest in the organization’s mission and qualifications through the [application portal on our website](#).

### **Bryan Epps | Search Consultant**

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**Applications will be reviewed on a rolling basis. This position will remain open until filled. All inquiries will be held in strict confidence.**

Individuals who are LGBTQ+, Black, Indigenous, People of Color, disabled, system-impacted, immigrants, and anyone who has experienced systemic oppression and/or gender-based violence are encouraged to apply.

McCormack + Kristel works only with equal-opportunity employers. Point Source Youth does not discriminate in any of its employment policies or practices on the basis of race, color, religion, ethnic or national origin, sex, disability, age, marital status, citizenship status, sexual orientation, gender identity or expression, or any other personal characteristic protected by applicable law.

McCormack + Kristel is a national provider of executive search consulting services for nonprofit and philanthropic organizations. Our practice is focused on mission-driven clients, with expertise in placing executive and senior leaders in foundations, and advocacy, social justice, health and human service organizations.

