



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Do you have a passion for Youth Development? Do you enjoy engaging the community?

Join our Greater Cleveland YMCA team in living our cause and helping to provide quality, safe and healthy programs and services in our community.

The YMCA of Greater Cleveland is currently seeking a caring, innovative, community driven leader to join our team as an Executive Director of Childcare.

The Executive of Child Care will oversee the total operation of the Y's Child Care programs with a focus on delivering high quality programs for participants, families, and community. Key delivery areas include; staff development, school district and community partnerships, fiscal management, ensure/monitor licensed status, program/enrollment growth, marketing and communication, process improvement and developing a culture of philanthropy to support Child Care programs.

ESSENTIAL FUNCTIONS:

- Develops and executes Child Care business plan to support the achievement of the strategic plan and align with the Y's mission, vision, and values.
- Develops, manages and monitors the child care operating budget and meets or exceeds budgeted targets.
- Ensures revenue growth through optimization, expansion and program innovation.
- Develops a department culture focused on quality, consistency, community relationships, expansion/growth, and staff expertise.
- Develops and continuously raises the standard of quality and consistency for Youth Development programs.
- Strategically develops and nurtures community relationships that will support the expansion of Youth Development programs.
- Establish new program activities and expand current program within the community in accordance with the Y's strategic plan (in collaboration with internal stakeholders)
- Monitor and evaluate the effectiveness of participation in the program, including creating plans of action based on measurement, evaluation and feedback. Ensure high quality program delivery and execution that promotes participant growth/retention and supports academic learning.
- Lead the overall accountability for program quality and execution, staff performance, and family engagement.
- Establishes and ensures the highest standards for child safety and is responsible for ensuring that program site safety practices match protocols.
- Collaborates with the Marketing Department to ensure a comprehensive marketing and communication plan is in place for program promotion and to communicate community benefit. Through personal involvement and utilizing individual branch staff the manager integrates and communicates the objectives and the program of the association to the community through public communication and participates actively in community organizations.
- Develop and direct high quality cause-driven member (participation) engagement strategies.

YMCA OF GREATER CLEVELAND

1801 Superior Avenue, #130
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www.ClevelandYMCA.org



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- Model Cause-Driven Leadership in all interactions with staff, volunteers, members, and the community.
- Provide leadership to the continued development, enhancement, and implementation of curriculum.
- Provide leadership to achievement Step Up to Quality (SUTQ) standards and ensure that a plan is in place to achieve the optimal level of Star Ratings.
- Ensures compliance with all licensing and Y standards
- Continually reviews and evaluates key performances measures regarding service sites, staffing, licensing compliance issues, customer service and fiscal operations to insure for continuous improvements in each area.
- Review and appraises the effectiveness of supervised personnel in assigned accountabilities and makes appropriate training recommendations or staff changes where necessary.
- Initiates and maintains necessary relationships with local schools, community agencies and other like groups to ensure that the Y's Child Care programs exceed all licensure/community requirements and expectations.

QUALIFICATIONS:

- Bachelor's degree is required. Masters preferred majors: Early Childhood / Education or Social service field.
- Demonstrated leadership in long-term planning and successfully accrediting centers through Step-up to Quality or similar accreditation programs.
- Must have a minimum of 5 years successful experience as a supervisor and manager within the YMCA or equivalent experience outside the YMCA.
- Must have a minimum of 2 years' experience in creating and implementing staff training programs with successful and measurable outcomes.

Certification(s):

- Must be a YMCA Multi-Branch Leader or attain this certification within 2-3 years, of assuming this position.

About YMCA of Greater Cleveland: At the Y, our mission is to put Christian principles into practice through programs that build healthy spirit, mind and body for all. That's why we offer an exceptional package that includes:

- A free membership to your local YMCA and discount to YMCA programs including childcare (part-time positions do not receive discount on childcare).
- Additional employee discounts at many places in and around town, just for being a YMCA of Greater Cleveland employee.
- Eligible employees receive comprehensive Benefits Plan including Health, Dental, Vision, Employee Assistance Plan, Retirement 8% paid by the YMCA of Greater Cleveland and paid vacation.

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