



National CASA Association Seeks Director, Rural Program Development

Location: Seattle, WA /Remote

The National Court Appointed Special Advocate (CASA) Association fulfills society's most fundamental obligation by making sure a qualified compassionate adult will fight for and protect an abused or neglected child's best interests. The mission of National CASA, together with its state and local members, is to support and promote court-appointed volunteer advocacy so that every abused or neglected child can be safe, establish permanence, and have the opportunity to thrive. But today, only 45% of the children in the system have access to a CASA volunteer. The National CASA organization is committed to assuring 100% of the children in the system have access to a CASA volunteer.

Breaking New Ground

National CASA has developed a strategic framework that is informing and guiding our efforts through a major reorganization, development of a new business model, and plan for the future direction of our organization, including the launching of a major Capital Campaign. The leadership team that will drive these changes will be strategic thinkers, relationship builders, collaborative decision-makers, entrepreneurial achievers, effective communicators, change leaders, inspiring motivators, and culturally competent.

Position Summary

The Director of Rural Program Development will lead efforts to support programs in rural communities with their unique service needs, capacity building and growth initiatives, and efforts to build strong sustainable growth and increased children served in rural program communities. In addition the Director of Rural Program Development will develop strategies, practices and systems for effective communication and engagement of rural programs, coordinate the Rural Leadership Council activities and the rural program initiative, will work to ensure high quality advocacy, adherence to the core program model, and grant funding requirements. The director will work to ensure sustainable growth in the network to fulfill our mission to provide a quality advocate for every child that needs one through capacity building, strategic program development and redevelopment of a robust Quality Assurance process for local programs. The Director will also provide expertise, support and resources to assist the CASA/GAL state organization/network staff in their work with rural CASA/GAL programs.

Core Duties and Responsibilities

- Develop a Local Program Development Plan to ensure a pathway to rural programs operating according to standards of high effectiveness
- Gather data and information on each rural programs approach to building capacity to serve more children with quality volunteer advocacy.



- Support rural programs in their understanding and alignment with local program standards, grant accountability, quality advocacy and volunteer pre-service training
- Provide leadership and coordination to the rural leadership council and the engagement of rural programs in planning and providing advice to new programs, plans, policies and procedures.
- In collaboration with the Rural Leadership Council, develop a rural program initiative that is structured to provide services to and to meet the unique needs of rural programs.
- Lead the annual conference planning for rural program engagement, learning and development
- Coordinate and ensure the adoption and implementation of the revised pre-service curriculum and support the development of facilitators of training in partnership with the pre-service training functional area.
- Lead the development, design and implementation tools and resources for state organizations to utilize in working with rural programs.
- Manage and coordinate the dissemination of information and communications to rural programs
- Provide research on topics of interest to rural programs.
- Gather data from the Annual Survey to identify trends, challenges successes in rural programs. Prepare recommendations for development of tools and resources based on the findings.
- Support quality review visits, grant monitoring and accountability calls and efforts with local rural programs.
- Design a communication vehicle for rural programs to share ideas, challenges and needs of their state organization and National CASA.
- Assess program data from Annual Survey to identify high growth programs, analyze organizational structure and development to determine key factors that led to the growth and develop models to scale success and replication within other rural programs
- Examine capacity building models and organizational assessment tools and design models for adoption within the CASA/GAL network.
- In collaboration with the Network Development Team, develop and implement a written plan for strategic growth of the network.
- In conjunction with the Director of Network Development, design and develop tools and resources to educate the CASA/GAL network on multiple strategies for growth and strategically building sustainable capacity.
- In conjunction with the Director of Network Development, create a comprehensive set of tools and resources for CASA/GAL state and local program governing bodies to strengthen their skills and engagement in building sustainable capacity.
- Create a comprehensive set of tools and resources for CASA/GAL state and local programs to utilize to build a more diverse, culturally competent network.
- Facilitate workgroups of local rural program staff and board members to gather information on the network's needs to support capacity building initiatives, building an inclusive network and strategic planning.
- Provide technical assistance to local rural programs as needed and in the absence of state leadership on capacity building, program development, planning and sustainable growth.
- Manage budget activity, ensuring all activities fall within approved yearly budget and adhere to budgetary guidelines and funder restrictions.



- Assist with the delivery of pre-service training and educational delivery of child-welfare issues and trends within the network and National CASA
- Other responsibilities as needed.

ABILITIES

To be successful in this position, the employee must:

- Demonstrate strong interpersonal skills, sound judgment, and the ability to work independently as well as collaboratively internally and externally.
- Demonstrate ability to embrace and exemplify organizational competencies and values.
- Work well under pressure with deadlines and be skilled in prioritizing responsibilities.
- Demonstrate a commitment to work collaboratively with all constituent groups, including staff, board members, volunteers, donors, state and local program staff, and other supporters.
- Become a steward and ambassador for the CASA/GAL mission and brand.

QUALIFICATIONS

- Master's degree in related field or bachelor's degree with combination of training, education and experience that demonstrates the ability to successfully perform the duties of this position will also be considered.
- Experience running a local CASA program in a rural community
- 7-10 years of professional experience in capacity building, board and staff development, nonprofit program management, governance and/or organizational development. Preference given to candidates with prior nonprofit experience or prior work in a membership network environment.
- Strong capacity building background with knowledge of and demonstrated experience in capacity building models and initiatives, organizational assessments, organizational development, governance, volunteer recruitment/retention, strategic planning and leadership development.
- Exceptional project management, prioritization and planning skills with demonstrated success producing high quality deliverables on time and within budget.
- Excellent strategic thinking skills with the ability to operationalize concepts and transform ideas into action as well as apply research findings and data analysis to ongoing program development.
- Prior experience managing or overseeing capacity building and planning projects including supervising staff, project budgeting and planning and managing workflow.
- Demonstrated evidence of excellent communication skills, both verbal and written, and experience with delivering presentations.
- Working knowledge of technology and software applications necessary to perform responsibilities of this position.

Salary and Benefits

National CASA offers a competitive base salary plus benefits, generous paid leave, and work/life balance policies. This is a full-time exempt position.



Core Competencies

Customer Focus ◦ Cooperation and Teamwork ◦ Organization/Priority Setting ◦ Respect ◦ Quality ◦ Service
◦ Stewardship

Organizational Values

Adaptability ◦ Collaboration ◦ Integrity ◦ Respect ◦ Quality ◦ Service ◦ Stewardship

National CASA, headquartered in Seattle, Washington and with an office in Washington D.C., is committed to an inclusive and welcoming workplace environment and is proud to be recognized for Excellence in Workplace Flexibility by the Alfred P. Sloan Foundation, as one of Washington’s Best Workplaces by the Puget Sound Business Journal, and as a Best Adoption Friendly Workplace by the Dave Thomas Foundation for Adoption. National CASA has been certified by the Standards for Excellence Institute for ethics and accountability in the nonprofit sector.

To apply: Send resume and cover letter to employment@casaforchildren.org with a subject line of Director, Rural Program Development. Position will remain open until filled.

**NATIONAL COURT APPOINTED SPECIAL ADVOCATE ASSOCIATION
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EQUAL OPPORTUNITY EMPLOYER**