



## **National CASA Association Seeks Director of State Development**

**Location: Seattle, WA, D.C., Atlanta, GA or 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 the National CASA Association, together with its state and local member programs, is to support and promote court-appointed volunteer advocacy so every abused or neglected child in the United States can be safe, have a permanent home, and the opportunity to thrive. But today, only 45% of the children in the system have access to a CASA/GAL volunteer. The National CASA Association is committed to ensuring that 100% of the children in the system have access to a CASA/GAL volunteer by working with, in and through strong, effective state organizations.

### **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 State Development (DSD) works as a member of the Program Services and Network Development team and is responsible for assistance in the development, strengthening and support of strong state Court Appointed Special Advocate (CASA)/GAL organizations. The DSD will facilitate the process to work with local programs and the community to establish state organizations where they don't currently exist, work to ensure the development of strong state organizations in every state, strengthen state organizations that have not met their potential, and leverage strong state organizations in their work with other organizations, local programs and National CASA. The Director of State Development will be involved in determining the components of an effective state organization in relation to their service to local programs and their state-wide growth and service delivery.

### **Partnering Relationships**

The Director of State Development (DSD) will partner with the State Development and Program Services team, Training and Development team, and the Network Development team. In

addition, the DSD will work in collaboration with all cross functional staff in providing consultation, technical assistance, training and support to state CASA organizations/networks.

### **Reporting Relationships**

The Director of State Development will report to the State Development Officer.

### **Core Duties and Responsibilities:**

- Provides leadership, facilitation, support and oversight in the development and establishment of strong state CASA/GAL organizations.
- Provides intensive technical assistance and training to emerging and developing state organizations.
- Works in collaboration with the Development and Advancement teams to develop state funding strategies and other funding initiatives that support state-wide growth and state organization capacity building.
- Works in partnership with the National CASA Legal & Advocacy unit to support advocacy strategies at the state level to ensure strong government relations and that the CASA program is recognized in state statutes.
- Develops partnerships and formal and informal collaborations among strong state organizations and emerging and developing state organizations.
- In those states without a state organization that desire to establish a state organization, works to develop a vehicle through which a state organization can be established.
- Assists with state organizational assessments and conducts analysis of current state organizations.
- Designs initiatives, programs and projects that strengthen state organizations and support state-wide growth.
- In collaboration with other National CASA staff and state organization staff, develops customized plans to grow and strengthen individual states based on their needs.
- Develops and maintains current resource materials pertinent to the needs of the state CASA/GAL organizations.
- Works closely with other staff in identifying and meeting the special needs of state organizations/networks receiving grants and other resources through National CASA. Responsibilities may include participating in the development of grant applications, selection and evaluation process.
- Conducts on-site monitoring of state organization grantees to review administrative, programmatic goals and financial elements of grant project implementation.
- Develops written reports and technical assistance materials on issues of timely importance to state CASA/GAL organizations and networks.
- Collaborates with State Directors on designing and implementing innovative practices, models, and ideas to strengthen the network of state CASA/GAL organizations.

- Acts as team leader on all efforts related to strengthening state organizations. This may include overall coordination of project activities to assure that goals of the state initiative are accomplished.
- Works in collaboration with other National CASA staff and network participants to revise the Standards for State Organizations.
- Prepares reports of activities and accomplishments and other correspondence or documentation related to job activities as necessary.
- Conducts on-site monitoring of state organization development grantees to review administrative, programmatic and financial elements of grant project implementation.
- Other responsibilities as needed.

### **Abilities**

To be successful in this position, the employee must:

- Demonstrate experience with developing or starting non-profit organizations.
- 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.
- Demonstrate a history of continuous improvement through professional development.
- Become a steward and ambassador for the CASA/GAL mission and brand.

### **Experience and Professional Qualifications:**

- 7+ years' experience in nonprofit management or a related field, or the equivalent combination of education, training and experience that provides the required knowledge, skills and abilities to successfully perform the job.
- Master's degree in related field preferred; 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.
- Preference given to candidates with prior nonprofit leadership experience or prior work in a membership network environment with a track record of success
- Demonstrated experience successfully changing organizational cultures and working collaboratively in a highly visible environment with diverse groups and skill levels.

- Strong organizational development 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.
- Demonstrated evidence of excellent communication skills, both verbal and written.
- Working knowledge of technology and software applications necessary to perform responsibilities of this position.
- Willingness to travel as necessary (10-25% of the time).
- Strong ability to approach tasks from a customer service orientation.
- Experience as a trainer/facilitator both in-person and online desired.

### **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.

### **Organizational Values**

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

National CASA is headquartered in Seattle, Washington, with a second office in Washington D.C. and is committed to an inclusive and welcoming workplace environment. National CASA is proud to have been 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](mailto:employment@casaforchildren.org) with a subject line that reads Director of State Development. Screening and selection processes may commence prior to this posting's closing date in order to fulfill critical business needs.

**NATIONAL COURT APPOINTED SPECIAL ADVOCATE ASSOCIATION  
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