OPEN POSITION
DIRECTOR OF OUTCOMES
San Antonio, Texas

ABOUT US
The mission of Big Brothers Big Sisters is to provide children facing adversity with strong and enduring, professionally supported one-to-one mentoring relationships that change their lives for the better, forever.

ABOUT THIS POSITION
The purpose of this position is to ensure youth in the Big Brothers Big Sisters program have a fulfilling and enriching experience that helps them thrive and grow, through assessing, monitoring and evaluating the outcomes of the BBBS mission.

CHARACTERISTICS OF A SUCCESSFUL CANDIDATE FOR THIS POSITION
The successful candidate for this position is committed to quality work and outcomes, cares about the satisfaction of all Bigs, Littles, parents and other BBBS stakeholders, values different perspectives and experiences, works collaboratively with others, is trustworthy, is curious, enjoys data analysis, and stays abreast of enhancements and changes in the field. ***The ideal candidate is one who is experienced in the social services and youth development arenas while having a strong passion for and skill in data analysis; please ensure your resume reflects this.***

EDUCATION & EXPERIENCE
Bachelor's degree in related field required; experience analyzing data for results required; fluency in the Developmental Relationships and Developmental Asset Frameworks, knowledge in youth development and developing training curriculum.

DAY TO DAY RESPONSIBILITIES
Develop a thorough understanding of how mentors can influence the 40 Developmental Assets through Developmental Relationships, in order to effectively build fluency with BBBS staff and stakeholders. Provide mentors in new matches with the tools to work effectively with youth. Utilize assessments, surveys, evaluation scores and other information about the youth in our mentoring programs. Assess short and long-term outcomes data in order to understand the impact our program has on youth and to inform program modifications and enhancements.

TRAINING
Extensive initial and on-going training on the Big Brothers Big Sisters Service Delivery System and other topics relevant to providing effective social services is provided to the successful candidate.

SALARY RANGE & BENEFITS
Medical, dental, disability and life insurance benefits are provided at low or no cost to employee. The agency has between 10 and 12 holidays each year and employees can accrue up to 21 additional paid days off per year. A simplified employee pension plan is also provided for the employee after 2 years of employment. Mileage is reimbursed. Staff development opportunities are provided.
Full benefits and salary information is available upon request at the email below.

HOW TO APPLY OR ASK QUESTIONS

Apply at Indeed or forward resume to careers@bigmentor.org