



STRENGTHENING THE VOICES OF CASA STATEWIDE

TEXAS CASA SEEKS GROWTH STRATEGIST

Location: Austin, Texas

Reports to: Strategic Network Support Director

Effective: 10/5/23

Texas CASA (Court Appointed Special Advocates) is part of a national volunteer movement that began in 1977 in Seattle when a juvenile court judge conceived the idea of citizen volunteers speaking up for the best interests of children who are in foster care due to allegations of abuse or neglect. Today, the CASA movement has evolved into one of the largest volunteer organizations in the country. CASA volunteers are appointed by judges to watch over and advocate for these children in court, school and other settings, with the goal of reuniting children with their families whenever safe and possible. Volunteers stay with each case until it is closed with the goal of ensuring these children are kept safe and have the opportunity to thrive and grow.

In Texas, there are 74 local CASA volunteer advocacy programs with more than 9,000 volunteers serving nearly 24,000 children in 219 counties across the state. Texas CASA is the statewide organization that provides funding, resources, training and support to these local programs to ensure they can operate effectively and seek out the best possible volunteers who will advocate passionately for the children they serve.

Texas CASA is an inclusive, welcoming and affirming organization that values, celebrates and actively seeks out diverse candidates. We are an equal opportunity employer and do not discriminate against any individual, employee or applicant on the basis of race, national origin, color, creed, sex, age, pregnancy, sexual orientation, gender identity, gender expression, disability, or veteran or citizenship status. People of all identities are encouraged to apply.

POSITION SUMMARY:

To utilize strong strategic and problem-solving expertise to evaluate and structure how to unlock growth within the CASA network by building capacity to serve 100% of children with CASA volunteers. Work with targeted CASA programs to identify barriers and new opportunities as well as develop and implement strategies unique to each program. Create, lead, and implement strategies in collaboration with Network Services team members to expand and grow the CASA network's volunteer pool and children served.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Works collaboratively as a core member of the Strategic Network Support and Network Services teams to define objectives and strategies for growth.



- Aligns strategies and opportunities with Texas CASA current DEI initiatives, POC, Men, CCC, LGBTQ+;
- Coordinates with the QA team, SNS, CFE, Grants team, Program Operations Director, and data team to ensure continuity with communication, expectations, standards, services, and agreed upon responsibilities.
- Performs a variety of technical, training, research, planning, policy, program assessment, and administrative activities for assigned program(s);
- Finds solutions for CASA programs who have experienced *chronic barriers* related to growth.
- Finds solutions for CASA programs who experience *current challenges* based on high numbers of children to serve in their catchment area.
- Identifies growth in quality service, vs. quantity, for programs serving 100% of children in care.
- Performs analysis of volunteer recruitment best practices and confers with Subject Matter Experts to identify growth goals, establish scope, gather information, brainstorm strategies, and report findings.
- Analyzes the application of and variations within programs and develops action plans for Texas CASA and Network Services to improve or initiate coordinated services to support growth.
- Conducts training and provides guidance to local program staff in the development and integration of new or revised strategic plans to support growth and capacity building.
- Collects, organizes, analyzes, and/or prepares materials in response to requests for program information, reports, and strategies.
- Present quarterly to Texas CASA leadership growth status using visualization tools;
- Builds communities of collaborative growth within the statewide CASA network.
- **ADDITIONAL FUNCTIONS:**
- May serve as a lead worker providing direction to others.
- Stays abreast of the latest innovations in volunteer recruitment and retention.
- Supports other network services as requested by the Strategic Network Support Director
- Performs other duties as assigned.
- Other duties as assigned.

QUALIFICATIONS:

Required:

- Master's degree in Marketing, Business Administration, or related field
- Must be able to pass a background check.

Preferred:

- 5 years of non-profit leadership experience
- At least 4 years of experience working with strategic planning and growth analytics
- Understanding of the CASA network and Texas CASA's role as a statewide membership organization

KNOWLEDGE, SKILLS & ABILITIES:



- Skill in interpersonal relationships, including the ability to motivate people, negotiate among multiple parties, resolve conflicts, and establish and maintain effective working relationships with various levels of stakeholders.
- Strong problem-solving and trouble-shooting skills.
- Ability to communicate effectively both orally and in writing, including public speaking and presentations.
- Ability to manage multiple projects simultaneously, work independently, meet deadlines, organize, and prioritize responsibilities, and identify and resolve conflicts in a timely and appropriate manner.
- Ability to manage and maintain confidential information.
- Must possess a focused and disciplined work ethic, be detail oriented and be comfortable working in a team-oriented environment.
- Intermediate skills in Microsoft Outlook, Excel, Word, and PowerPoint
- Proficiency in Microsoft Office and Google apps
- Demonstrated leadership ability
- Flexible, analytical, result-oriented, and authoritative
- Contributes to a culture that drives innovation, change and results
- Strong knowledge of data analysis and evaluation techniques
- Strong writing and editing skills
- Knowledge of and experience in the principles of adult learning
- Project management experience
- Excellent organizational skills, attention to detail, and ability to follow through
- Commitment to diversity, equity and inclusion; as well as willingness and openness to learning, growing and having discussions around this arena.

PHYSICAL REQUIREMENTS & WORK ENVIRONMENT:

- The Growth Strategist's will be expected to have daily transportation to attend offsite meetings, and various events.
- Primary office is remote, although work with colleagues and teams will be expected requiring at least two days a month at the Texas CASA office. 85% of work will primarily be performed in an office environment requiring ongoing computer use.
- Occasional out-of-town overnight travel and travel may be up to 40% of overall hours throughout the state of Texas. During this time, the employee may be occasionally exposed to a variety of working and environmental conditions.
- Must be able to remain stationary or move about for long periods of time as well as position oneself to move objects, up to 50 pounds, from place to place.
- This position requires frequent communication in a multitude of settings. Must be able to exchange accurate information in these situations.

The Growth Strategist will spend some time in the office that could involve intermittent physical activities including bending, reaching, sitting, and walking during working hours. Additionally, it is anticipated that the person may spend several hours each day seated at a PC. Reasonable accommodation may be made to enable a person with physical disabilities to perform the job.

FLSA STATUS: Exempt

COMPENSATION: Salary range: \$80,000 - \$90,000 depending on experience.



BENEFITS:

Hybrid (partially remote and in-person) working environment. In addition, new staff will be eligible to participate in Texas CASA standard employee benefit programs on the first of the month after 30 days following the date of hire. Benefits include:

- Medical, Dental, Vision
- Group Life and Accidental Death and Dismemberment Insurance
- Short- and Long-Term Disability
- Vacation, Personal Days, Paid Sick Time
- 403(b) Retirement Plan with 5% Employer Contributions

HOW TO APPLY:

By **October 31, 2023**, please upload a PDF cover letter, resume, and three references to <https://apply.workable.com/texas-casa/j/BA962335A5/> . Please submit requested documents in PDF format only. We do not accept phone inquiries regarding the position.

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