

The Rescue Mission in Tacoma is a Christian, faith-based organization and legally similar to a church. Applicants will be considered consistent with laws related to religious institutions. Drug/Alcohol free workplace; EOE. Pay DOE

We are currently seeking a Director of New Life Programs. Please send application, cover letter and resume to Maddie. For more information, visit our web site at www.trm.org

Rescue Mission Purpose, Vision and Value Statement

The Rescue Mission is a Christian non-profit organization that has been offering God's help, hope, and healing to the most impoverished members of our community since 1912. Our goal is to help everyone we work with become a fully contributing member of the community.

All Mission programs and services are based on Christian values and a commitment to quality. Clients are our primary focus, treated with dignity and compassion; relationships are built on love and truth; integrity is never compromised; service is measured for efficiency and effectiveness; and teamwork and trust are basic to our working relationships.

TRM is a Christian, faith-based organization and legally similar to a church. Employees will be hired and retained consistent with laws related to religious institutions.

Job purpose

Oversees the development and operation of the Men's New Life Program, the Women's New Life Program and the Challenge Learning Center, in alignment with the core values and purpose of the Rescue Mission

Qualifications

- Bachelor's degree in social service or organizational/ministry leadership preferred
- Experience serving people experiencing homelessness required
- Experience with addiction recovery support required
- 5 years lay-level ministry experience
- Experience supervising employees required, experience leading teams of 10 or more employees preferred
- Experience leading/coordinating volunteers preferred
- Excellent analytical skills, including competency in basic math/statistics and reporting program outcomes
- Excellent computer skills, including Microsoft Office and experience with HMIS or other databases
- Excellent written, verbal and electronic communication skills
- Experience with public relations and public speaking preferred
- Experience implementing trauma-informed care in client program setting required

- Demonstrated commitment to the value of cultural competency
- Experience with government contract compliance preferred
- Ability to work as a team, inspiring trust and speaking truth

Duties and responsibilities

Culture Work

- Establish professional, caring, strengths-based relationships built on truth, respect, encouragement and trust.
- Maintain a high level of integrity in modeling and promoting the Mission's core values and culture standards.
- Skillfully help to lead, develop, promote and sustain a spiritual climate within The Rescue Mission in keeping with our purpose, calling and culture

Team Work

- Work as a member of the TRM Director Team to:
 - help establish department strategies, budgets, policies and priorities
 - advise the Sr. Director of Operations and Outcomes in client services, best practices and operation of programs
 - help solve organizational challenges
 - proactively assist as necessary in the overall success of the Mission

Direct Work

- Oversee the development and operation of the Men's and Women's New Life Programs, the Challenge Learning Center.
- Ensure ongoing program evaluation and proactively work to stay updated on best practices and latest research related to homeless services, mental health/substance use disorder treatment and evidence-based practices in the social service field.
- Work closely with the Counseling Program Director to ensure coordination of care and integration of counseling services into both New Life Programs.
- Oversee employee training, performance management and professional development for staff of the Men's New Life Program, Women's New Life Program and Challenge Learning Center.
- Work with Community Engagement to gather resources necessary for fundraising efforts and to provide volunteers with a meaningful experience where their skills can be maximized to benefit clients served at the Mission.
- Work with Administration and Support Team (Facilities Maintenance) in all matters pertaining to personnel, purchasing, GIK utilization, and facility maintenance/repair.
- Oversee data quality for Rescue Mission programs at all sites, supervising the Technical Advisor.
- Ensure teamwork and cooperation between programs and departments at various TRM sites.
- Manage program budgets, keeping expenses within or below budget.
- Oversee safety, security and cleanliness of the facility spaces that house the New Life Programs and the Challenge Learning Center.

- Oversee tracking and reporting of all client and program data, ensuring accurate and timely reporting to funders and Mission leadership.
- Assist with crisis intervention/emergency response as needed.
- Work with program managers to ensure contract compliance and alignment with the core values of the Rescue Mission, including ensuring the implementation of trauma-informed care and cultural competency.
- Network with local agencies, churches and other community partners to identify and establish resources.
- Attend all required Mission meetings and trainings, as well as events/meetings/training offered by funders and community partners.
- Perform other duties as requested by Sr. Director of Operations and Outcomes.

Working conditions

Varied, with some office work and some travel between locations; may interact with a variety of people, including volunteers, staff, donors and clients, including clients who may have high barriers, including but not limited to people suffering from mental illness and/or people who may be under the influence of drugs/alcohol; may be required to work irregular hours to properly lead and supervise programs.

Physical requirements

No physical restrictions apply to this position provided that the employee can satisfactorily complete the above-mentioned duties and responsibilities.

Direct reports

Women's New Life Program Manager, Men's New Life Program Assistant Manager, Challenge Learning Center Manager.