



Position Title: Director of Policy, Research, and Evaluation

Location: Houston, Texas

Job Overview: The Director of Policy, Research, and Evaluation works to strengthen, support, and protect critical services for Texas youth and their families through public policy advocacy, public policy research, and program evaluation activities. The Director of Policy, Research, and Evaluation works in partnership with the TNOYS Executive Director, TNOYS Board of Directors, TNOYS membership, and TNOYS staff. The Director of Policy, Research, and Evaluation also identifies opportunities to work in partnership with youth and promote youth voice in TNOYS' policy advocacy, policy research, and program evaluation work.

The Director of Policy, Research, and Evaluation will be based in Houston and will establish formal operations for TNOYS in the Greater Houston area.

Key Responsibilities:

Public Policy Advocacy –

- Work with stakeholders to develop specific public policy proposals that support the agenda/program areas outlined in TNOYS' strategic plan, including strengthening prevention and early intervention programs, foster care services, and services and supports for unaccompanied homeless youth, and other policy initiatives to meet needs of the Greater Houston community and the mission of TNOYS.
- Write policy reports and develop other policy advocacy materials to support TNOYS' agenda and the policy priorities/proposals addressed above.
- Coordinate TNOYS' policy advocacy activities, including testimony at legislative hearings, lobbying visits, and more. This includes coordination of opportunities for providers, youth, and families to engage in policy advocacy.
- Serve as a liaison for service providers, youth, and families in the Greater Houston area and TNOYS' membership with state regulatory agencies and the Texas Legislature.

Public Policy Research –

- Identify government and philanthropic investment in youth services in Houston and identify significant gaps in that investment, in order to inform or guide TNOYS' advocacy work and to advise the philanthropic community.
- Review and monitor data currently collected by state agencies and other entities regarding the outcomes of programs addressed above and work to calculate estimated return on investment associated with various services.



- Work with the TNOYS Director of Training and Program Development to stay abreast of the latest research on organizational culture change and implement policies that facilitate adoption of trauma informed care, youth and family engagement, and other frameworks that are best practices for working with youth and families.

Program Evaluation –

- Lead the development and implementation of an internal evaluation plan to measure outcomes/impact of TNOYS programs and the organization overall.
- Work with the TNOYS Director of Training and Program Development to identify resources and strategies to support providers with effective evaluation of their own programs.
- Identify strategies to strengthen the data collection efforts by regulatory agencies to manage contractor performance and ensure accountability.
- Identify and implement strategies to enhance data collection and evaluation regarding government-funded programs that serve youth and families and to share lessons learned from the data with providers and other stakeholders in order to strengthen programs.

Other Responsibilities:

- Participate in staff meetings and other TNOYS programs, activities, and events as appropriate, either remotely or in-person (depending on need).
- Establish official operations for TNOYS in the Greater Houston area, including by supporting/complementing existing TNOYS work in Houston; engaging Houston stakeholders in your work, and identifying other opportunities for TNOYS to engage with stakeholders in Houston; including through membership, the TNOYS Annual Conference, and more.
- Supervise graduate interns and other support personnel as appropriate.
- Work collaboratively with the TNOYS Executive Director and TNOYS staff.
- Represent TNOYS in a manner consistent with its values and uphold TNOYS Personnel Guidelines.

Qualifications:

- Experience with legislative advocacy, policy research, and program evaluation.
- Knowledge of the child welfare, prevention and early intervention, juvenile justice, and mental health systems preferred.
- Familiarity with stakeholders for above programs/services, especially in Greater Houston, is preferred.



- Willingness to work collaboratively with providers, young people, and families, and a demonstrated commitment to valuing youth voice.
- Master's degree in Public Affairs, Social Work, or a related field required; a PhD in one of these fields or a related field is preferred.
- Ability to work well with a team and individually from a home office or other remote office environment and under limited supervision. This includes ability to work collaboratively and stay in regular communication with team members who are not based in Houston.
- Ability to multi-task and manage time appropriately to reach goals.
- Ability to travel as the position requires, including ability to travel to Austin for legislative hearings and other events/activities related to development and implementation of state policy and regulatory initiatives.
- Demonstrated commitment to TNOYS values.

Position Type: Full-time exempt position.

Application Instructions: Applications will be accepted on a rolling basis. Please submit a cover letter, resume, and writing sample to cgendron@tnoys.org. Please include recent salary history on resume and potential start date on cover letter.

About Texas Network of Youth Services (TNOYS):

For more than 30 years, TNOYS has been the leading organization working to strengthen services for Texas youth who are homeless, in foster care, or at risk, and to support the providers who care for them. The organization takes a comprehensive systems change approach to enhancing critical services for youth and families, focusing on policy advocacy, training and program development, and youth engagement. To learn more, visit www.tnoys.org.

Texas Network of Youth Services is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability, or veteran status.