
Rise Above CO: Director of Prevention Education

Position Description | April 2021

Organization Background

Rise Above Colorado is a drug misuse prevention organization that measurably impacts teen perceptions and attitudes about the risks of substance misuse to help youth make empowered, healthy choices. Our vision is to empower teens to lead a life free of drug misuse and addiction.

Rise Above Colorado implements prevention strategies targeted for youth aged 12-17 to measurably impact attitudes (e.g. perception of harm, perception of peer use, etc.), knowledge (e.g. appropriate and inappropriate use of Rx drugs, teen brain science, etc.), and skills (e.g. media literacy, health decision-making, refusal skills, etc.). Rise Above achieves these objectives through direct-to-youth communications, peer-to-peer engagement and resource delivery by youth-serving partner organizations.

Position Overview

Reporting to the Executive Director, the Director of Prevention Education is the visionary architect for creating and deploying substance use prevention strategies and resources for youth that can be utilized by adult and youth facilitators in a variety of settings. The Director guides the ongoing advancement and evolution of RAC's approach to community partnership through its Colorado Constellation Project as a skilled facilitator in creating a collaborative learning community. The Director is committed to incorporating youth voice and civic engagement through the principles of Positive Youth Development and is effective at interpreting research and evaluation findings and applying learnings to innovative program design.

Essential Duties and Responsibilities

Position Reports to: Executive Director

Colorado Constellation Project

- The Director guides the ongoing advancement and evolution of RAC's approach to effective and replicable community partnership through its Colorado Constellation Project (CCP), employing multiple primary prevention strategies to reach grant

milestones, benchmarks and outcomes, including the following Strategic Framework goal:

- Cultivate and support community partners across Colorado to use Rise Above's campaigns and other resources effectively to meet their local goals, build their capacity and increase statewide collaboration in prevention.
- With support from Manager of Communications & Community Partnerships, leads vision for Colorado Constellation Project (CCP), including CCP Annual Summit and ongoing Constellation Learning Community content
- Serves as project manager for the #LeadTheChangeCO Youth Civic Engagement initiative, including high-level project oversight of #LeadTheChange-Denver and #LeadTheChangeCO Action Team
- Collaborates with Director of Media & Campaigns to align the work of the Positive Community Norms Action Team with the larger CCP vision and the organization's community outreach objectives from the RAC Strategic Framework
- Expands the Constellation Learning Community among constellations as a vehicle for sharing best practices in prevention.
- Shares relationship management of CCP community partners with other full-time program staff; collaborates with external partners to advance community engagement
- Promotes dissemination of RAC educational resources in constellation communities
- Measures impacts and applies results from The Evaluation Center research contract to modify strategies and to document effectiveness
- In collaboration with the team, identifies potential new constellation communities for future expansion

Educational Resources

- Designs and promotes RAC resources to support adults and youth to build substance use prevention knowledge and skills
- Leads the development, implementation and maintenance of RAC's educational resources, including new (LTCCO Facilitation Guide) and existing resources (e.g. Not Prescribed, Meth Prevention Lesson, Closing the Gap, How to be a Good Friend); identifies opportunities to adapt and promote these resources to maximize utility for youth and youth-serving professionals
- Engages appropriate RAC staff in collaborative content development and revision
- Provides training and engages the Behavioral Health Equity Corps (BHEC) VISTA members focused on youth prevention to utilize RAC educational resources across the state.

Training & Technical Assistance Services

- With Executive Director, manages and tracks all TA/Training contracts to assess effectiveness and cost efficiency
- With Director of Media & Campaigns, identifies training and technical assistance (TA) opportunities for existing and new identify potential training/TA contracts with local partners; serves as point person to design and execute contracts related to PYD and youth engagement
- Delivers mission-oriented trainings and facilitates peer learning groups to facilitate completion of contract scopes of work

Research/Evaluation

- Manages all program evaluation projects and contractors, including the Colorado Constellation Project (CCP), Rise Above Colorado Youth Survey (RACYS), #LeadTheChangeCO, and educational resources (e.g. Not Prescribed, Closing the Gap); has the ability to apply the research and evaluation from contractors to shape prevention strategies, programs and resources.
- Leads management of RACYS, including questionnaire design with youth and community partner input, report design (w/ vendor) and infographic design for dissemination to adult and youth audiences
- Leads coordination of reporting for constellation project with OBH and external evaluator; manages program process data and reporting using Salesforce
- Tracks data and metrics for RAC's educational resources, including *Not Prescribed*, *Media Smart Youth- Not Prescribed* and the *Meth Prevention Lesson* to ensure ongoing viability of resources

Other

- Supervises Youth Engagement Manager
- Applies RAC Strategic Framework goals and objectives to duties
- With Executive Director, manages and develops key statewide strategic partnerships to advance RAC's role as a youth prevention leader in Colorado by supporting a resourced network of government, nonprofit and community-based organizations to influence prevention efforts in Colorado
- Helps ensure implementation of Positive Youth Development (PYD) approach across organization

- Provides systems and work-flow recommendations to ensure effective program reporting and evaluation. Promotes regular and ongoing opportunities for all staff to give feedback on program operations.
- Represents RAC on statewide and/or community committees, programs and boards that have a clear focus on teen substance misuse prevention and PYD
- Positions RAC as statewide experts on youth substance misuse prevention and promotes RAC technical expertise, including PYD, to other youth serving organizations
- Supports overall growth, development, and success of RAC

Ideal Qualifications

- At least 7-10 years of broad upstream behavioral health expertise, including mental health and substance use prevention
- Knowledge of primary prevention, prevention science, and youth substance misuse prevention landscape in Colorado; Certified Prevention Specialist II certification a plus
- A passion for helping youth be healthy and their best selves
- A strong commitment to equity and inclusion — including creating/facilitating equitable and inclusive programming for young people
- Experience with and commitment to Positive Youth Development, particularly in youth leadership and youth-adult partnership context
- Experience in program and curriculum design in youth development and/or health promotion
- Strong knowledge of and experience working within the Colorado school system desirable.
- Direct facilitation experience with youth and youth-serving professionals
- Excellent communication, presentation, and facilitation skills, both written and oral
- Excellent project management and organizational skills to coordinate across multiple partners and projects, and balance multiple priorities
- Exceptional interpersonal skills and demonstrated ability to work with people at all levels of an organization, including agency directors, program staff, and teens
- Must be able to work independently and as a collaborative team member
- A self-starter with excellent work ethic and passion to make a difference
- Periodic statewide travel expected, as is working occasional evenings and weekends; Candidate will need to provide a vehicle for work travel within three hours driving distance (mileage reimbursed)
- Position can be remote, with at least weekly office-based work required in Broomfield
 - a. Position is currently fully remote until COVID-19 safety protocols permit safe gathering

Compensation

The salary range for this position is \$72,000 to \$88,000. Actual pay will be adjusted based on experience. Successful candidates are eligible for benefits on the 1st of the month following 30 days of employment. Benefits include options for medical, dental, vision, life and disability insurance, a flexible spending account for medical and child-care, and participation in a SIMPLE IRA retirement plan with employer matching. Employees also receive paid time off starting at 15 days in the first year and 10 paid holidays per year.

To Apply

Submit a cover letter and résumé, with references, to Kent MacLennan, Executive Director (Kent@risaboveco.org). The position will remain open until filled, with priority consideration given to applications received by May 24, 2021.