

October 19, 2020

**POSITION ANNOUNCEMENT  
EXECUTIVE DIRECTOR  
RECLAIM  
SAINT PAUL, MINNESOTA**

Since 2009, RECLAIM has provided accessible therapeutic support to queer and trans youth. In this unique healing space, queer and trans youth are supported to transform themselves and take leadership in co-creating RECLAIM's work. Many clients, alumni, and their parents have described RECLAIM's therapeutic services as "life-saving." In addition to the direct services provided to clients, RECLAIM works to change the broader systems of support available to queer and trans youth.

RECLAIM's mission is *to increase access to mental health support for queer and trans youth so they might reclaim their lives from oppression in all forms*. RECLAIM accomplishes this mission through deep practitioner development, training, education, outreach, and community partnerships at the intersection of gender and racial justice. RECLAIM currently serves about 60% youth of color and 90% transgender youth - the majority from the Twin Cities metro area.

RECLAIM's Board of Directors is moving forward with initiatives to transform the organization. In addition, an interim Executive Director has been working with the Board to provide short-term stability. The process is now at the point of recruiting senior leadership, beginning with a new Executive Director, who will have the opportunity to co-create RECLAIM's future and lead a revitalized and successful organization.

**RECLAIM is seeking a strategic and collaborative leader who will build an open and affirming culture where boundaries are understood and respected; who will leverage and build upon the strengths of the staff, board, and stakeholders; and who will competently and enthusiastically lead this organization to the next chapter of service.**

**Areas of Responsibility:** The Executive Director will have responsibility for all operating areas of the organization including: staff selection and supervision, administration, strategic and operational planning, financial management and budgeting, fundraising, human resources, and staff support activities for RECLAIM's Board of Directors. The Executive Director supervises a staff of eight with an annual operating budget of approximately \$1.0 million.

**Qualifications:**

Qualified applicants for this position must have five years' experience and a proven leadership record in management, healthcare, or disciplines related to RECLAIM's service model. Nonprofit management, preferably in a clinical/therapeutic setting, is preferred.

**Compensation:** The salary range for this position is \$80,000 to \$90,000 annually and includes a generous benefits package.

RECLAIM encourages applications from candidates who reflect the communities it serves – Black, Indigenous, People of Color, Queer and Trans individuals, and candidates with a demonstrated healing justice lens.

**To Apply: Applications are requested by 5:00 p.m. on November 30, 2020.**

Interested candidates should submit both a letter of introduction and a resume via the Cincinnatus online portal at the Cincinnatus website: <https://www.cincinnatus.com/reclaim-position-announcement.html> (preferred method).

Alternatively, please email your resume and cover letter to [employment@cincinnatus.com](mailto:employment@cincinnatus.com).