



The Dayton Foundation – Job Posting Announcement

Del Mar Encore Fellow – Dayton Dream Center

Category: Part-time, exempt, temporary

Schedule: 20-24 hours a week

Compensation: \$36,000 annually

This is a one-year employment agreement.

Preferred Start Date: August 2026

Position Purpose: The Del Mar Encore Fellow will provide strategic research, systems analysis, and planning leadership in support of The Abiding Place, a Dayton Dream Center initiative dedicated to serving adolescent girls impacted by foster care involvement and relational trauma. This role will conduct comprehensive analysis of the interconnected systems affecting youth outcomes, including foster/residential care, transitional support services, education, healthcare/ Medicaid, funding mechanisms, and community-based support networks.

The Fellow will evaluate complex service and policy landscapes, identify opportunities for organizational growth and sustainability, and develop strategic recommendations that inform long-term program development and operational planning. Through systems mapping, environmental scanning, and cross-sector research, the Fellow will help position The Abiding Place to effectively address service gaps, strengthen community partnerships, and advance sustainable support models for youth in foster care and those transitioning to adulthood. The Fellow will synthesize all conducted research into actionable insights providing the organizational leaders with data-informed recommendations that support strategic decision-making, program effectiveness, and mission-driven growth. The scope of work will include:

Key Responsibility: Research and Systems Analysis

Specific Duties:

- Conduct research and environmental scanning to identify opportunities for collaboration, service integration, and strategic growth within the foster care and child welfare sectors.
- Analyze sustainable program and operational models, including Medicaid and OhioRISE reimbursement structures, funding strategies, and partnership-based service delivery and billing methods.
- Evaluate regulatory, documentation, compliance, and outcomes measurement frameworks that support program effectiveness and long-term organizational sustainability.
- Research residential care and group home models, licensing requirements, and operational best practices to inform future program planning.
- Assess transitional living programs and support services designed to improve outcomes for youth transitioning to adulthood.
- Analyze educational support systems, special education resources, alternative learning models and services that enhance opportunities for youth impacted by foster care.
- Identify and evaluate potential community partnerships, resources, funding opportunities, and cross-sector collaborations that align with organizational goals and support future development.

Key Responsibility: Provide Final Report and Recommendations**Specific Duties:**

- Translate complex information into actionable recommendations that inform organizational strategy, program design, partnership development, and operational sustainability.
- Develop executive-level research briefs, systems maps, strategic analyses, and recommendations to support leadership decision-making and organizational planning.
- Present findings and insights to organizational leadership and key stakeholders in a clear, concise, and actionable manner.

Key Responsibility: Maintain and Support Relationships with Community**Specific Duties:**

- Build collaborative relationships with community stakeholders, government and business representatives, nonprofit organizations, and older adults to create opportunities that strengthen Miami Valley communities.
- Gain trust and confidence among the various partners.

Key Responsibility: Support an Internal and External Communication Plan**Specific Duties:**

- Facilitate the flow of information between internal and external stakeholders to promote transparency, engagement, and alignment with organizational goals.
- Coordinate internal communications to ensure TDF stakeholders and Host Organization staff are informed of project progress, milestones, and outcomes.
- Participate in regular TDF Fellow meetings to share information, collaborate on initiatives, and help ensure DMEF goals and objectives remain on track.
- Represent the DMEF Initiative at community meetings, stakeholder engagements, and public presentations to increase awareness, strengthen partnerships, and advance program objectives.

Position Qualification Requirements:

A four-year college degree is required; an advanced degree or equivalent professional experience in social work, child welfare, education, human services, behavioral health, or related fields is strongly preferred. The preferred qualified candidate is a retired professional or older adult with a respected career and community record with senior-level experience in areas such as education, educational advocacy, foster care, child welfare, youth-serving systems, program development and strategic planning. Candidates may possess any equivalent combination of education and experience that provides the required knowledge, skills and abilities. This position also requires access to reliable transportation.

Qualifications and Competencies:

- Demonstrated ability to build, foster, and maintain positive working relationships.
- Excellent verbal, written, and interpersonal communication skills, with the ability to effectively engage diverse audiences.
- Experience researching complex systems, interpreting policies and regulations with the ability to translate complex information into practical recommendations.
- Ability to work independently and engage effectively with professionals across multiple sectors, including child welfare, education, government, healthcare and community services.
- High level of analytical, organizational, and strategic thinking skills.
- Excellent attention to detail.

- Ability to lead, collaborate, and build partnerships with individuals from diverse backgrounds, ages, cultures, and experiences.
- Highly collaborative, with the flexibility to serve as both a leader and a contributing team member as circumstances require.
- Strong time-management skills, with the ability to prioritize responsibilities, meet deadlines, and deliver quality results within established timelines.
- Ability to exercise sound judgment and maintain a high level of professionalism, discretion, and confidentiality.
- Proficiency in or knowledge of using a variety of computer software applications, as position requires.
- Demonstrates patience, adaptability, resilience, and a positive sense of humor.

Desirable, but not required

- Knowledge of foster care, child welfare, education, special education, behavioral health, Medicaid, OhioRISE, or related public service systems.
- Community relationships and an established professional network.
- Experience working with youth-serving organizations.
- Understanding of trauma-informed care and developmental trauma practices.
- Familiarity with nonprofit program development, funding, or sustainability planning.
- Experience conducting systems research, systems mapping, or policy analysis.

This job description in no way states or implies that these are the only duties to be performed by the employee. Employees will be expected to follow any other job-related instructions and to perform any other job-related duties requested by any person with authority to give instructions or assignments.

Send résumé and cover letter via email to Jeffrey Sypeck, Director, Human Resources, at jsypeck@daytonfoundation.org

The Dayton Foundation is an Equal Opportunity Employer