



Talent Manager

San Francisco, CA

EXECUTIVE SUMMARY

Lavender Youth Recreation & Information Center (**LYRIC**), one of the oldest, largest, and most innovative organizations in the nation serving lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ) youth, seeks a strategic and nimble **Talent Manager** to lead the design and implementation of robust and versatile talent development systems, promote a supportive organizational culture that fosters mutual trust, creativity, cross-team learning, and drive an innovative approach to program refinement that transforms the systems that impact LGBTQQ youth.

Founded in 1988, LYRIC works to transform the landscape for all LGBTQQ youth, particularly those who are low-income and youth of color, in schools, public agencies, and communities. With an anticipated budget of more than \$3M and more than 25 staff members, 10 fellows and over 90 paid youth interns, the Talent Manager will join a passionate and mission-driven team in strengthening a network of supports for LGBTQQ youth that includes direct advocacy, community-building opportunities, and workforce development initiatives.

Reporting to the Deputy Director and working closely with the leadership team, the Talent Manager will lead the design and implementation of LYRIC's talent development strategy, applying best practices from both human resources and key elements of youth development theory. As the primary coordinator for the organization's hiring, onboarding, and training program for youth development staff, the Talent Manager will steward LYRIC's organizational culture, leading evaluation, curriculum design, and systems that create efficiencies for program staff to more effectively do their work. The Talent Manager will conceive and facilitate both formal and informal learning opportunities, equipping staff in their ability to adapt and align programmatic work that collectively fulfills LYRIC's operating principles and mission.

The ideal candidate must share a passion for building the leadership capacity of LGBTQQ youth, striving to foster a world that honors, respects and appreciates LGBTQQ youth and their contributions. The successful Talent Manager will bring at least three years of professional experience in talent development, human resources and/or organizational development, preferably in a mission-driven context. This person will have demonstrated success in the design and implementation of learning systems across an organization, including the use of data-driven practices and direct facilitation of curricula or other learning resources within and across teams.

As a nationally-recognized model for leadership development with LGBTQQ youth that is guided by its strategic initiatives and operating principles, LYRIC continues to innovate and drive excellence in its programming and internal culture and infrastructure, furthering its impact on the opportunities of LGBTQQ young people.

TO APPLY

This search is being conducted with assistance from Allison Kupfer Poteet, Chris Cannon and Makeba Greene of NPAG. Nominations, inquiries, and/or applications including your resume and a cover letter should be submitted to: LYRIC-TM@nonprofitprofessionals.com

LYRIC is an equal opportunity employer.