

# RESTORE OKC

## DIRECTOR OF RESTORE EMPLOYMENT

Full-Time Exempt · Reports to Director of Programs · Northeast OKC (in-office)

### ABOUT RESTOREOKC

RestoreOKC is a place-based community development ministry focused on the holistic restoration of health, environment, reconciliation, and equity alongside neighbors in Northeast OKC. We exist to see whole families break whole cycles of poverty for their whole lives — and for the good of our whole community.

### ROLE SUMMARY

The Director of Restore Employment provides leadership and strategic oversight of RestoreOKC's supportive employment ecosystem, ensuring that employment pathways remain rooted in dignity, healing, and long-term stability for individuals overcoming systemic barriers.

Restore Employment integrates social enterprises, workforce development, and care navigation to create meaningful work opportunities for individuals navigating reentry, recovery, family reunification, and generational poverty. This role ensures these efforts function as a unified system where employment becomes an integrated pathway to long-term restoration, economic mobility, and community stability.

The Director is accountable for strategy, cross-department alignment, measurable participant outcomes, and external partnership development across the Restore Employment ecosystem. Operational and financial management of individual businesses and programs are led by the respective department directors; this role ensures those efforts remain integrated, participant-centered, and consistent with RestoreOKC's mission.

This position reports to the Director of Programs and serves as a senior leader within RestoreOKC's HERE framework (Health, Education, Residential housing, Employment).

This position supervises:

- Director of Social Enterprise
- Manager of Workforce Development
- Director of Care Navigation
- Social Enterprise leads (Director of Culinary, Director of Restore Farms, Manager of Wellspring Cleaning Company, and Manager of the Market at EastPoint)

## CORE RESPONSIBILITIES

### Strategy, Vision & Leadership

- Provide strategic planning and leadership for RestoreOKC's social enterprise and supportive employment ecosystem
- Ensure alignment across social enterprises, workforce training, and care navigation so participants experience a clear and supportive pathway into meaningful employment
- Work closely with RestoreOKC leadership to ensure Restore Employment contributes to the broader HERE framework
- Identify workforce opportunities and needs within the employment department and partner with Human Resources to execute hiring strategies
- Identify and evaluate new program opportunities to strengthen workforce pathways that lead to long-term economic stability
- Help communicate RestoreOKC's vision for restorative employment as part of broader neighborhood and community transformation
- Design and implement a cohesive operating model that integrates programmatic, enterprise, and care systems into one coordinated employment pathway
- Lead multi-year strategic planning for Restore Employment in alignment with organizational goals
- Lead annual employment budget preparation and financial planning for the department, aligned with strategic goals and vision

### Outcomes & Accountability

- Establish clear, specific performance metrics across departments — including job placement, job retention, wage progression, recidivism reduction, and participant advancement — and track outcomes monthly through a shared dashboard
- Define and monitor key performance indicators across all employment programs
- Ensure participant data is collected consistently in coordination with Operations and analyzed for continuous improvement
- Ensure data-informed decision-making across employment programs and enterprises
- Perform regular performance reviews and evaluations with direct reports and provide oversight to reviews of the entire program arm

### Team Leadership & Culture

- Directly supervise three senior leaders with regular coaching and performance feedback
- Facilitate regular cross-team coordination that strengthens outcomes for participants
- Cultivate a workplace culture grounded in dignity, healing, accountability, and mutual support
- Ensure trauma-informed practices are embedded across Restore Employment programming, social enterprises, and leadership
- Guide restorative approaches to conflict resolution, accountability, and personal growth within teams
- Conduct performance evaluations and leadership development planning for direct reports
- Support succession planning and leadership pipeline development within Restore Employment

## Systemic & Community Partnerships

- Develop partnerships with courts, reentry programs, and justice system partners to expand restorative employment pathways
- Explore opportunities for Restore Employment participation to serve as alternative sentencing, diversion programming, or restorative justice initiatives
- Strengthen relationships with community partners working in reentry, recovery, and community stabilization
- Help position RestoreOKC as a trusted partner for restorative justice and workforce reintegration
- Represent Restore Employment in conversations with community partners, funders, and public agencies
- Strengthen relationships with employers and workforce partners that expand opportunity for program participants
- Negotiate and formalize partnership agreements with courts, public agencies, and employer partners
- Identify and pursue strategic partnerships that expand program scale and sustainability

## Participant Pathway Integration

- Ensure employment programming addresses both practical and relational barriers to long-term job stability
- Collaborate with program leaders to strengthen participant pathways from training to employment to long-term stability
- Support department leaders in addressing relational and emotional barriers that often impact job retention
- Design and maintain a coordinated operating model that integrates programming, enterprise operations, and care navigation into a unified employment pathway
- Support the development of outcome measurements that reflect sustainable life change rather than short-term job placement alone

## SCOPE & AUTHORITY

- Has hiring and performance management authority for direct reports

## QUALIFICATIONS

- Experience leading and managing teams or programs, including the ability to develop and implement performance measurables
- Experience working with and managing individuals impacted by incarceration, recovery, poverty, or other systemic barriers
- Demonstrated ability to lead relationally and cultivate healthy team culture
- Experience in workforce development, restorative justice, ministry, or community programming
- Training or experience in trauma-informed practices such as Trust-Based Relational Intervention, restorative practices, or similar frameworks is strongly valued
- Demonstrated strategic planning and systems integration experience

- Ability to lead cross-functional teams and project-manage new program development activities from start to finish
- Experience building cross-sector partnerships (public agencies, courts, employers, community organizations)

## IDEAL CANDIDATE PROFILE

The ideal candidate is a systems-oriented leader who believes employment can be a pathway to healing, dignity, and lasting stability. They bring:

- Systems Thinking — ability to see connections and design integrated solutions
- Data Literacy — comfortable with metrics, dashboards, and data-driven decision-making
- Relational Leadership — builds trust, provides coaching, models vulnerability
- Strategic Clarity — can articulate vision and maintain focus amid competing priorities
- Change Management — comfortable facilitating transformation

## POSITION DETAILS

<b>Seniority</b>	Director — Reports to Director of Programs
<b>Supervises</b>	Director of Social Enterprise · Manager of Workforce Development · Director of Care Navigation · Social Enterprise leads (Director of Culinary, Director of Restore Farms, Manager of Wellspring Cleaning Company, and Manager of the Market at EastPoint)
<b>Employment Type</b>	Full-Time Exempt · 40 hrs/week
<b>Location</b>	Northeast Oklahoma City, OK (on-site)
<b>Function</b>	Program Leadership — Restore Employment

All business activities must be done in a way that underscores the mission of RestoreOKC, Inc.