



IS SEARCHING FOR OUR FIRST Chief Operating Officer!



Mending Matters is looking for a **COO** to **lead, nurture, and grow** our beloved organization. We are looking for **values-driven, inclusive, and adaptable** leader who is a **strong communicator** and **community builder**.

Mending Matters is in the business of mending what matters — the mental and emotional well-being of our youth.

PURPOSE

Challenge the status quo by providing easy and equitable access to youth-centered mental health care in schools.

MISSION

Engage, Connect, and Empower youth through mental health services.

VISION

Every student has access to free mental health services by qualified support on school campuses.

about the position

Title	Chief Operating Officer
Location	San Diego
Status	Full-Time
Reports To	CEO
Salary	\$133,000 - \$148,000
Apply by:	August 25, 2024



about

MENDING MATTERS

YEAR FOUNDED	2014
LOCATION	San Diego, CA
# OF EMPLOYEES	35 + interns
BUDGET	\$3.3M

Mending Matters is a 10-year-old nonprofit organization that was founded to bring consistent, individualized, relevant, youth-centered mental health services to life. The goal was to challenge the status quo, to break with the traditional model of youth

mental health care and to work with schools whose vision aligned with ours. As Mending Matters has grown, we have done so without compromising our vision to provide consistent and relevant student mental health programs.

Mending Matters provides mental health services in middle and high school settings, with a primary focus on supporting youth ages 11 to 18. Our team is comprised of administrators and clinical supervisors, as well as therapists who are certified mental health professionals. We work in partnership with school sites to determine the right therapist and services to best meet the needs of each individual school.

what
we do



Mental Health
Services



Restorative
Programs



Prevention
Workshops



Youth
Leadership

Our Impact

Number of students connected through our organizational activities (2016 - 2023):

13,662

Direct Mental Health
Services (ongoing)

11,316

Crisis Prevention &
Intervention Sessions

35,469

Prevention
Programs/Services

15,123

Restorative
Programs/Services

25,182

We Hear YOUTH Survey
Respondents

364

L.I.F.E (Youth) Advisory

the role of the COO

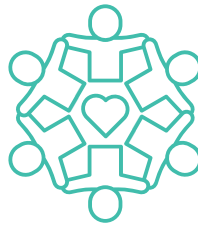
Primary Job Functions of the COO



financial
management



strategy/
leadership



diversity, equity,
& inclusion



community
relationships



staff
management

The COO will lead Mending Matters in its mission to provide accessible mental health support to youth. The COO will be responsible for overseeing all aspects of day-to-day operations, strategy, and management, including program development, implementation, and evaluation, agency planning, staff management, organizational development, budget management, and public relations.

We're searching for an empathetic and values-driven leader with strong communication skills, a passion for youth-centered services, and a history of trusted relationships with community. We need a leader who is dedicated to nurturing an inclusive staff culture, excited to manage all the moving parts of day-to-day operations, and a deep commitment to cultivating belonging.

Education + Experience

- Bach. degree or equivalent experience
- 4+ years of staff management experience
- Experience leading or supporting DEI initiatives
- History of strong, community relationships
- 3+ years experience with managing/nurturing strategic relationships with stakeholders
- Experience managing budgets
- Familiarity with the mental health field, including current challenges, trends, and relevant laws/regulations.

Knowledge + Skills

- Strong integrity, authenticity, and values
- Fair, clear, and supportive staff management skills
- A passion for supporting youth
- Commitment to diversity, equity, inclusion, and belonging
- Commitment to cultural responsiveness
- Basic budget literacy and knowledge
- The willingness to grow and develop public speaking skills
- Familiarity with information technology
- Dedication to a flexible and family-friendly work environment
- Commitment to ongoing learning and growth



MENDING MATTERS STAFF CULTURE

We offer a vibrant, connected, and supportive organizational culture. We are fiercely committed to ensuring that youth services are informed by youth voices. We approach our work with a growth mindset, viewing challenges as opportunities for development. We seek team members who will contribute to our dynamic culture, where diverse perspectives are valued, and challenges are met with curiosity. By empowering our staff to think creatively and act purposefully, we find solutions that improve students' well-being.

SALARY + BENEFITS

Salary \$133,000 - \$148,000

Benefits Medical, Dental, Life, generous PTO + paid holidays

The COO will enjoy autonomy and flexibility in maintaining work-life balance. Mending Matters enjoys an empathetic, supportive, and caring culture that values employee wellbeing.



TO APPLY

Please follow the steps below and email your application to: jessica@kindredleaders.com.

- attach resume (PDF)
- attach cover letter (PDF) that specifically describes how your values and experience align with the Mending Matters culture, values, and/or COO position.
- have subject line include, "Mending Matters COO"



We accept online submissions only. If you have access needs that require assistance or a different form of submission, please email jessica@kindredleaders.com. We will do our very best to meet your needs.

Applications received by August 25, 2024 will be given full consideration. Receipt of all applications will be confirmed by email. Applications will be considered as they are received. Interviews will begin with the interview committee in early - mid September.

