



EXECUTIVE DIRECTOR

JOB OPPORTUNITY



CHILDREN'S ALLIANCE

A Voice for Washington's Children, Youth & Families

LOCATION: Seattle, Washington

POSTING DATE: March 26, 2020

DEADLINE: Applications submitted by **April 20, 2020 at 5:00pm Pacific time** will be given primary consideration. Interviewing will begin in April. Early applications are strongly encouraged!

[APPLY NOW](#)

[REFER A FRIEND](#)

Children's Alliance is stepping into an exciting next organizational chapter. The new Executive Director (ED) will inherit an incredible 35-year legacy, one that has led the organization to be widely respected and well known as a leader in racial equity-based policy change that benefits all children and families. The next ED will have the opportunity to develop fresh perspectives on the organization's strategic direction and impact, working to harness the organization's assets into greater action on racial justice for kids and families.

We seek candidates who bring passion and commitment to our mission and share our core belief in the vital importance of addressing disparities facing Black, Indigenous, and People of Color (BIPOC), and those who live in low-income communities.

ESSENTIAL SKILL SETS WE ARE LOOKING FOR:

- Expertise and known credibility in driving racial justice work
- Deep experience with change management, staff leadership development, and nonprofit organizational capacity building
- Confidence, ambition, and fearlessness when it comes to revenue development, fundraising, and stewardship
- A strong strategic skill set, able to build pathways that bring dreams into reality
- Compelling external presence and track record of rallying support and engagement from a cross-section of stakeholders
- Knowledge of public policy change and related strategies

CHILDREN'S ALLIANCE: WASHINGTON'S STATEWIDE, NONPARTISAN, CHILD ADVOCACY ORGANIZATION

OUR MISSION

Our mission is to improve the well-being of children by effecting positive changes in public policies, priorities, and programs.

OUR VISION

Our vision is that all of Washington's children will have what they need to grow up to be the people they dream of becoming.

OUR VALUES



CHILDREN HAVE RIGHTS

Every child regardless of race, culture, or economic status, has a right to protection, nurture, encouragement, support, and opportunity. It is not a matter of charity but rather of justice. As adults, we are individually and collectively responsible for the well-being of children.



EARLY INVESTMENT PAYS THE HIGHEST DIVIDENDS

What we do today, or fail to do, has long term implications. We need to act now to assure a better future for our children.



DEMOCRACY WORKS

We have a right and responsibility to make our government responsive to children by advocating for equitable treatment and opportunity for people from all backgrounds, abilities, and needs.



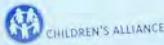
RACIAL EQUITY MATTERS

Historic and systemic racism damages the well-being of kids and families in communities of color—and compromises the shared future of all Washingtonians. Fighting racism in state and federal laws, budgets, and program decisions depends on an anti-racist approach to our internal operations, too.

“Removing Barriers
and Creating
Opportunity so Every
Child Can Thrive.”

Protect

ME!



CHILDREN'S ALLIANCE



Over more than three decades, Children's Alliance has been improving the lives of Washington's kids by effecting positive change in public policies, priorities, and programs. Our approach creates results that change kids' lives. Children's Alliance:

- *has a long history of setting and reaching ambitious goals;*
- *speaks directly to decision makers and participates in the policymaking process;*
- *collaborates with like-minded organizations and leaders;*
- *listens and learns from our allies, members, funders, and donors, and to the children and families who are directly affected by the policies on which we work;*
- *mobilizes thousands of individuals and organizations to make policy work for kids;*
- *is powered by our many partners - representing a diverse array of programs, services, and communities seeking to improve the lives of all children in our state.*

Nearly 70 organizational partners from across the state join with us and invest their time and resources to improve policies for Washington's children. Over 9,000 individuals stand with us as part of our online action network, which extends to every corner of the state. In our 35 years of fighting for kids, we have grown in size, influence, and scope, and our work will not be done until all kids get the childhoods they deserve.

For more information about Children's Alliance, visit our website at: www.childrensalliance.org.

70 PARTNERS

9,000 SUPPORTERS

35-YEAR HISTORY



EXECUTIVE DIRECTOR OPPORTUNITIES AND RESPONSIBILITIES

Children's Alliance is stepping into an exciting new organizational chapter. The new Executive Director at Children's Alliance will inherit an incredible 35-year legacy, one that has led the organization to be widely respected and well known as a leader in racial equity-based policy change. They will pivot to embrace new opportunities and fresh perspectives on the organization's strategic direction and impact, working to harness the organization's assets into greater action on racial justice for kids and families. The new ED will spearhead a collaborative and engaged whole-team effort that improves outcomes by:

- **Building foundational organizational resources** that enable all staff, board, and key external stakeholders to lead on racial equity and anti-racism, including firming up and redesigning internal systems and processes, increasing the level of philanthropic support for equity-focused advocacy, and operationalizing progressive and equitable salary structures.
- **Leveraging resources to grow our equity-focused policy change** by taking on new bodies of racial equity work, while continuing to hold our current approach of "going deep" on policies within communities most directly impacted by racial and economic disparities.

RESPONSIBILITIES OF THE EXECUTIVE DIRECTOR

The Executive Director is the chief executive officer of the organization, responsible for consistent achievement of its mission and financial objectives. They are an active, knowledgeable, enthusiastic, and visible champion for Washington's children and for the organization. Specific responsibilities include:

- Working with board leadership and senior management staff to develop strategic direction, pursue excellence, and establish and implement work plans in key areas of the organization's work: program, financial systems, operations, marketing, and fund development.
- Providing leadership in undoing institutional and interpersonal racism as well as countering anti-blackness both within the organization and in its program work.
- Building and maintaining effective working relationships with policy makers, colleagues, the media, funders, community members, and public officials.
- Overseeing and implementing fundraising with institutions and individuals to achieve annual budget goals.
- Serving as an active and visible spokesperson and representative of the organization and its mission.
- Ensuring support for the organization's volunteer leadership, including an engaged, informed, and effective Board of Directors. The Executive Director ensures that the board is kept fully informed on the condition of the organization and all important factors influencing it.
- Maintaining a climate that attracts, keeps, and motivates a diverse staff of top-quality talent.

The Executive Director reports to the Board of Directors and oversees a \$1.6 million budget and 15-member staff team.

IDEAL CANDIDATE QUALIFICATIONS

FIRST AND FOREMOST, OUR NEXT EXECUTIVE DIRECTOR WILL:

- **Care deeply for our mission**, especially sharing our core belief in the vital importance of addressing disparities facing children and families in communities of color and low-income communities.
- **Bring expertise and known credibility in driving racial justice work**, with the ability to build upon the work already done at the Children's Alliance, and lead the organization's anti-racist efforts internally, with partner organizations, and in the legislature. Experience engaging with and working alongside Black and Indigenous communities is especially ideal.

FURTHER, WE SEEK CANDIDATES WHO HAVE:

- Experience in and comfort with **change management, staff and leadership development, and nonprofit organizational capacity building** at organizations of similar size and scope; this includes experience managing and supporting staff to reach their fullest capacity, building collaborative, trusting, and accountable cross-functional teams, and developing internal policies and procedures that make it possible for the organization to achieve its goals.
- A high degree of **confidence, ambition, and fearlessness when it comes to revenue development, fundraising, and donor stewardship** – within the context of an anti-racist framework that promotes greater racial and ethnic diversity in the donor base and ensures that our donors are our advocates, and our advocates are our donors.
- A **strong strategic skillset, able to build pathways that bring dreams into reality**, and lead and execute strategic, multi-year visions and plans in collaboration with the staff, board, and community.
- A **strong external presence and a track record of rallying support and engagement** from a cross-section of stakeholders: policy makers, parents and families, and internally with staff and board.
- An **understanding of how policy change works and the strategies behind it**; specific past experience in early learning and health policy is a plus, but not required.



WHY WORK AT CHILDREN'S ALLIANCE

Children's Alliance is extremely mission and values-driven, with a staff team that takes its work, and the quality of that work, very seriously. Our culture is warm, informal, and collaborative. We work hard to be inclusive as we plan strategy, campaigns and events, because we believe that good ideas can come from anyone, regardless of their role. We are family-friendly and work to enable our team to maintain a good work-life balance. We strive to be flexible, because we want folks to have fulfilling lives that make it possible to bring their full and best selves to their work.

We are committed as a team to shared learning and work on undoing institutional racism. We dedicate time in supervisory, team, staff, and board meetings to better understand how racism shows up in the public policies and child-serving systems we seek to change, and in our own internal policies and practices. This work is challenging. It calls for each of us to be vulnerable and to take risks. We handle the challenges that arise with care and compassion and learn from them together. For us, this work is central to our mission.

OUR COMMITMENT TO EQUITY IN HIRING

Children's Alliance recognizes and honors diversity in race, ethnicity, culture, age, abilities, gender, sexual orientation, and places where people live. We seek to reflect this diversity in all aspects of our work, including the composition of our membership, board, committees, staff, and volunteers. Further, the Children's Alliance seeks to be a multicultural and culturally competent organization that works for equity among all people. We have a racial equity theory of change adopted by the Board of Directors and utilized throughout our work.

We strongly encourage applications from BIPOC, immigrants, refugees, women, people with disabilities, members of the LGBTQ+ community, and other underrepresented and historically marginalized groups.





COMPENSATION AND BENEFITS

This is a full-time exempt position reporting to the Children's Alliance Board of Directors. **Annual salary range: \$110,000-\$125,000.** The Executive Director will be based in the Children's Alliance Seattle office, which is currently located in the International District/Chinatown. This position requires some work in the evenings and on weekends for meetings and events.

Children's Alliance encourages its staff to maintain a healthy work-life balance. To that end, the organization currently offers a flexible work environment and 12 days of paid vacation in the first year (with incremental increases each year of employment) as well as 13 days of paid holidays, including 3 floating holidays. This position also offers sick leave and paid family and medical leave, as well as employee and dependent health and dental coverage.

TO APPLY

TO APPLY, CLICK ON THIS LINK:

<https://cloversearchworks.recruiterbox.com/jobs/fk0qjv4>

Online applications only; please no email or paper submissions. You will be asked to upload a resume and a cover letter. In your cover letter, please describe as specifically as you can why you are interested in joining the Children's Alliance team, and how your skills and experience are a fit with the goals of this position and the mission and anti-racist values of the Children's Alliance community.

Applications received by April 20, 2020 at 5:00pm Pacific time will be given full consideration. All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; we encourage early applications. While we anticipate that interviewing will begin in late April and continue into May, we may need to adjust our schedule if the current Coronavirus protective measures we are experiencing continue. We anticipate interviews taking place via Zoom video-conference and are committed to working with candidates who have technological barriers to participation.



The search for this position is being facilitated by the team at Clover Search Works, a firm that provides a full range of search services to nonprofit organizations in the Pacific Northwest and beyond. Clover Search Works is honored to partner with the Children's Alliance to hire an Executive Director who can provide leadership to realize its important mission.

Questions regarding this opportunity are welcomed and can be directed to Julie Edsforth of Clover Search Works.
Email: julie@cloversearchworks.com. | **Phone:** 206.979.0514

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