

Position Announcement Executive Director

About the Organization:

Partners for Our Children (POC) was founded in 2007 to focus new thinking, resources and expertise on the state's child welfare system. We are a first-of-its-kind collaboration between the Washington State Department of Social and Health Services, the University of Washington School of Social Work and the private sector. We are based on campus at the UW and have the opportunity to leverage the academic community to optimize our work.

POC performs needed research and data analysis and translates its findings for key partners in the child welfare system. Partners for Our Children's focus is on identifying the most promising practices, policy changes and programs that will have the most significant impact for kids and families in Washington State.

About the Position:

Partners for Our Children's Executive Director is responsible to the Board of Directors and will provide leadership to establish and execute the organization's vision and strategic direction. The ED must manage staffing, resource allocation, and financial health of the organization, enabling POC employees to do their best work by providing strong internal leadership and direction.

The ED is also responsible for building strong, cooperative relationships with POC's partners – the University of Washington and the Department of Social and Health Services Children's Administration (DSHS CA) and the private sector – as well as child welfare funders, policymakers, the Governor's office, service providers, and the broader child welfare community. The ED will spend her/his time externally focused building relationships, educating audiences, and bringing knowledge back to the organization. The primary audience is Washington State. However, in order to help build a world-class child welfare system in WA, the ED is expected to be aware of and leverage key national best practices.

Key Responsibilities:

Leadership and Strategy

- **Communicate the vision and mission** – share POC's mission, goals and strategy and motivate partners, community collaborators, board members, staff, and donors to implement this vision.
- **Prioritize projects and initiatives** with a strategic focus on those that best leverage our knowledge and skills for maximum impact on Washington State's at-risk families.
- **Strengthen and grow POC's** research and program work, specifically helping to drive the translation of our work into practice change for and with our partners.
- **Be proactive in identifying** areas of greatest need in child welfare and those in which POC can play a impactful role to solve problems.
- Develop and execute a **sustainable funding strategy** inclusive of research based grants, foundations, individuals and other partners.
- Be a prominent and proactive **advocate and spokesperson for POC** in our community.

Leadership and Strategy (continued):

- **Develop organizational and programmatic plans** which tie to POC's long range Strategic Plan, direct POC staff to set short term goals to meet those objectives.
- **Develop a work environment, culture and structure** that encourage research and practice staff to be the most effective in their work. Build the competency and capacity for POC's organizational growth, fostering the next generation of research and practice talent.

Community Relationships

- Act as an articulate and effective **spokesperson for POC** on issues impacting children in Washington State's foster care systems. Share our work in a meaningful and impactful way to create change for children and families.
- **Cultivate strong relationships** with all Board members and support Board development, expanding board impact as the organization grows and matures.
- **Develop strong and effective collaborative relationships with POC partners**, including state and local governments and private funders.
- **Proactively cultivate and sustain relationships** and work effectively with a wide variety of constituencies. This includes current and potential donors, foundations and government sources, and local business and community partnerships.

Management and Operations

- **Foster a positive and strong organizational culture** that values accountability, collaboration and helps attract and retain a successful and committed staff.
- Work with the Directors of Research and Development and Partner Engagement to **set priorities for POC's activities so that our work has the highest level of impact.**
- Work in partnership with the Board and staff to manage and update our Strategic plan and to **develop ongoing annual work plans and operating budget** that supports our work and our mission.
- **Develop and maintain internal financial controls**, work with staff and Board to manage expenses and meet operational targets. Work proactively to develop long-term sustainable funding sources for the organization.

Required Qualifications and Experiences:

- At least 10 years of Executive Director (or comparable) leadership experience with demonstrated success in managing and developing a cross-functional staff with diverse skills and backgrounds.
- Demonstrated experience in managing a complex budget. Strong fiscal management experience with a wide variety of sources of income and a moderately complex business plan.
- Experience working with organizations that represent a public/private partnership. Ability to translate priorities and perspectives between POC's unique three way academic, private philanthropy and state organizations.

Required Qualifications and Experiences (continued):

- Background and experience working with a board of directors in a non profit setting to develop and execute strategic plans and prioritize investments. Experience with board development, recruiting and retention.
- A strong track record of strategic fundraising experience, including development of key institutional relationships with funders, major donors and grant makers, ideally in a non-profit environment.
- Demonstrated ability to think critically and strategically, identifying creative approaches to problem solving.
- Exceptional communication skills with both internal and external audiences.
- A passion for the mission of Partners for Our Children.
- A master's degree in non profit leadership, business, social work or other relevant academic qualifications required. Doctorate degree a plus.
- Knowledge of the issues facing families and children in child welfare. Ideal experience in Washington State and/or other state-based child welfare programs.
- Experience working in a research-centric environment (either independent or as part of a University setting) and an understanding of and respect for the value of independent research to drive outcomes and system change.
- Experience working in an early-stage organization (i.e. start up) and helping the organization successfully mature its business practices and operations for long term sustainability.

To Apply:

Email resume and cover letter to:

Mike Wagner

HR Consultant and Search Manager

mj_wagner@comcast.net

(Please note the underscore between the j and w in the above email address.)

Partners for Our Children and the University of Washington are equal opportunity, affirmative action employers. To request disability accommodation in the application process, contact the Disability Services Office at 206.543.6450 / 206.543.6452 (tty) or dso@u.washington.edu.

More information about Partners for Our Children is also available on our website:

www.partnersforourchildren.org