



## Job Posting

### Executive Director, Partnerships for Children

#### About the Position

Partnerships for Children (PFC), a rapidly growing nonprofit committed to making tomorrow better than today by supporting and empowering children, youth, and families involved with Child Protective Services (CPS), is seeking a dynamic, experienced leader. The Executive Director is responsible for overseeing the administration, programs and strategic plan of the organization, and shaping and maintaining a culture of engagement and high performance. The ideal candidate will leverage deep knowledge of the field, core programs, operations, fundraising strategy, culture and strategic goals to help lead the organization and amplify its impact in the exciting next chapter of its growth.

It's vital for the new Executive Director to understand the local and state child welfare system and key players. The new Executive Director should possess a keen ability to cultivate and sustain close, trusting relationships within and outside the organization, and navigate the complex political dynamics of the changing child welfare sector.

**REPORTING RELATIONSHIP:** Reports directly to the Board of Directors

**HOURS:** Full-time, exempt at 40 hours per week with flexible scheduling

#### About the Organization

Since our inception in 2003, our offices have been in the CPS headquarters for Central Texas providing us ongoing contact with frontline caseworkers and leadership. Over the years, this partnership has allowed us to develop and grow programming to best serve children, youth and families involved in the child welfare system. Over the past decade, our organization has seen significant growth in programming, funding, and staffing, with a current staff of 17.

More recently, we have taken a leadership role in re-imagining child welfare in Travis County that aligns with the organizations goals to put race equity and community at the forefront of our organization.



## Core Job Functions

### **Leadership & Management:**

- Engage and energize PFC's board members, advisory board members, committees, local policymakers, partner organizations, and stakeholders.
- Ensure ongoing local programmatic excellence, evaluation of program strategy and overall efficacy, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals.
- Lead, coach, develop, and retain PFC's high-performing senior management team.
- Implement business best practices, including consistently developing job descriptions, conducting regular performance evaluations, and employing sound human resource practices.
- Maintain a deep knowledge of significant developments and trends in our field.
- Ensure compliance with existing and ongoing Memorandums of Agreement with collaborative partners.

### **Financial Performance and Viability:**

- Responsible for the fiscal integrity of PFC, including submitting to the Board a proposed annual budget and monthly financial statements that accurately reflect the financial condition of the organization, and maintaining the organization in a positive financial position.
- Expand local, state, and national revenue generating and fundraising activities to support existing program operations and program expansion, including increasing the unrestricted revenue of the organization from grants, government contracts, private donations, and sponsorships.
- Oversee the deepening and refinement of all aspects of communications — from web presence to external relations with the goal of creating a stronger brand to garner new partnerships and opportunities.

### **Communication, Planning & Stakeholder Engagement:**

- Refine and operationalize the strategic plan for the organization, meeting pre-identified metrics as well as adapting and adjusting strategy over time.
- Work with the board to build community relationships, help recruit new board members, advisors, donors, and volunteers with a race/equity lens that better represents the communities served by PFC.
- Build partnerships in new communities, establishing relationships with the funders, and political and community leaders for program growth and expansion into new areas.



## Background, Skills and Qualifications

### Required:

- Bachelor's degree in social work, business, sociology, psychology, communication or related field, with at least 7 years of senior management experience.
- Track record of effectively leading and scaling a performance- and outcomes-based organization or large team.
- Exceptional written/verbal communication skills across a range of situations, including public presentations, leading community meetings, advocacy, and proactive internal organizational communication.
- Knowledge and application of race and equity issues and how they impact systems and families.
- Excellence in organizational and team management with the ability to coach staff, manage, and develop high-performance teams, and to set and achieve strategic objectives.
- Demonstrated track-record of strong financial management and forecasting of a budget of at least \$1 million in size, and the demonstrated capabilities to manage a budget in excess of \$2 million.
- Unwavering commitment to quality programs and data-driven program evaluation;
- Strong public relations skills with the ability to engage a range of stakeholders across communities and cultures.
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning.
- Ability to work effectively in interdisciplinary collaboration with diverse groups of people.
- Consistently exhibits passion, integrity, positive attitude, determination, mission-driven, and self-directed.

### Preferred:

- Direct experience working in the Central Texas child welfare system.
- Advanced degree, ideally a master's degree in business, public policy, social work or closely related field.
- Nonprofit executive experience.
- Ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth.
- Past success working with a Board of Directors and the ability to cultivate new and existing board member relationships.
- Demonstrated success in securing and administering government funding contracts.



**COMPENSATION:** Salary range of \$90,000 to \$110,000 commensurate with experience. As a committed, diverse, values-based organization, we offer excellent benefits, including employer paid health coverage, long-term disability, dental and retirement, generous paid time off and monthly “wellness days.” Hybrid office/work-from-home. Professional, growing, and fast-paced work environment, yet truly family-friendly and flexible.

Partnerships for Children is an Equal Opportunity Employer and does not discriminate on the basis of sex, race, age, national origin, ethnic, background, disability, sexual orientation or any other characteristic protected by law. Final candidates will be required to pass a background check in compliance with federal regulations.

Partnerships for Children has a strong Executive Transition Plan in place, and aims to onboard the new Executive Director in the summer of 2022.

**To be considered for this position, please send a resume and cover letter describing your qualifications for the position to Christy Rome, Chair of the Executive Director Search Committee, at (EDsearch@partnershipsforchildren.org).**

## **Additional Information on our Ideal Candidates**

### **Key Cultural Elements**

The incoming Executive Director must be aligned with and committed to promoting the core elements of PFC’s culture, which have been integral to the organization’s success, growth, and attraction and retention of exceptional staff.

- Flexibility and Adaptability
- Respect and Supportiveness
- Relationship-Driven
- Passion and Pride in Excellence

### **Key Workstyle Traits of an Ideal Candidate**

As important as skills, knowledge and background, our ideal candidate would possess the following workstyle traits.

- Flexible
- Resilient
- Motivated to have critical conversations
- Charismatic
- Hard-working /achievement-driven
- Low stubbornness/open to new ideas
- Relationship-driven
- Affirming/supportive
- Intuitive