

Position Announcement: Executive Director NC Child Located in: Raleigh, NC

Ask yourself...

Are you an advocate for children? Are you committed to advancing strategies and policies that ensure all NC children grow up in a state that truly invests in their potential?

Are you a relationship-centered leader? The kind of leader who can connect with people from a variety of backgrounds and experiences and inspire them to collaborate to make lasting change?

Are you fully invested in building an organization, community, and state that believe in equity for all? Are you inclusive in both word and action?

Are you a strategist with experience leading a statewide organization? Are you skilled at building campaigns that amplify voices to influence policy? Can you work both sides of the political aisle?

Are you ready to put your skills to work to address issues that affect North Carolina's children?

Why?

NC Child is a nonprofit organization based in Raleigh, NC with a focus on advancing public policies to ensure that every child in North Carolina has the opportunity to thrive – whatever their race, ethnicity, or place of birth.

The current Executive Director will step away later this year and the board has formed a Transition Committee to guide the successful leadership transition. We are in search of NC Child's next Executive Director.

What will you do as NC Child's next Executive Director?

The Executive Director leads all aspects of NC Child, with emphasis on developing a team that provides the appropriate supports to accomplish mission-focused and operational activities. Key responsibilities of the Executive Director include, but are not limited to:

- Collaborate with the board to define and articulate the organization's vision and develop short- and long-term plans that support the agency's mission
- Proactively monitor economic, political, and social trends that influence the agency's advocacy work, drawing on a broad network of diverse sources; develop or redesign the agency's activities based on that information

- Effectively link the agency’s broad strategic goals to agency activities, ensuring that staff at all organizational levels understand how their departmental plans and activities relate to the agency’s strategic vision
- Provide effective oversight of the design, implementation, and evaluation of agency activities that result in the advancement of public policies to improve the lives of children
- Serve as the primary spokesperson for the agency and takes a leadership role in developing a strong network of supporters for the agency’s mission across North Carolina
- Maintains positive working relationships with key constituencies, including other nonprofit agencies, public agencies, elected officials, the philanthropic community, and other community leaders and advocates
- Advance racial equity within the agency, among its stakeholders, and throughout the state, building on the work done to-date and continuing to identify and implement best practices that ensure equitable outcomes
- Increase, strengthen, and diversify the organization's funding sources, with a strong focus on maintaining relationships with existing funders and building a major gifts program. Identify and evaluate risks to the organization's people (staff, volunteers), property, finances, and image; implement measures to control risks
- Determine staffing requirements for organizational management and program delivery, building and coaching a high-functioning team while nurturing a sense of unity that ensures collaboration and personal accountability
- Partner with the Board of Directors to set strategic vision, determine priorities, and ensure the funding that positions NC Child’s work; foster trust, engagement, and focus with the board

Why NC Child?

Established in 2014 as the result of the merger of Action for Children North Carolina and the Covenant with North Carolina’s Children, NC Child brings together research, community engagement, and communications to advocate for children.

Governed by a 13-member board, with a staff of 17 and a \$2.3M operating budget, NC Child’s current priorities are:

- **Family Economic Security:** Children living in financially secure families are more likely to succeed in school, stay healthy, and become self-sufficient as adults.
- **High-Quality Early Childhood Education:** The first 2,000 days of a child’s life are critical to all later learning, health, and economic success.
- **Healthy Children:** Healthy children perform better in school and in life. Kids need to have reliable health coverage, regular preventive health care, a medical home, and specialized services when necessary.

- **Nurturing Homes and Communities:** Children thrive when they grow up in safe, stable, and nurturing environments.

In 2018, NC Child began an intentional journey towards becoming a more racially equitable organization. This work continues in 2022 with the implementation of efforts focused on advancing racial equity and inclusion within the agency's internal processes and policies, throughout its advocacy activities, and among NC Child's Child Advocacy Network members.

Want to know more? Visit NC Child's website at <https://ncchild.org/>.

Key lived experiences, attributes, and skillsets sought in the Executive Director

- Commitment to children and NC Child's mission
- Top level organizational leadership experience, preferably managing an advocacy, public policy, or nonprofit organization
- Excellent relationship, bridge-building, and partnership skills across disparate constituencies including policy makers, advocacy partners, community representatives, board, and staff
- Experience in and a commitment to dismantling structural racism
- Knowledge of issues affecting children and families, particularly in NC, or the ability to transfer relevant skills to these issues
- Deep understanding of advocacy and public policy with a track record of getting policy changes implemented
- Experience with legislative operations, process, and key players, with the ability to be a political pragmatist
- Experience building a strong team, maximizing individual abilities while building cohesion and a strong values-based culture
- Proven fundraising capability with both institutional and individual donors
- Experience and tenacity working in a complex, sometimes slow-moving, system
- History of working in a multi-organizational collaborative environment to develop campaign strategies and messaging
- High degree of emotional intelligence
- Excellent leadership and management skills
- Learning mindset
- Compassion, humility, empathy, and a desire to serve the community
- Excellent communicator with both internal and external stakeholders
- Authenticity, sincerity, and integrity with the fortitude to take a stand when needed

Think you are the next NC Child Executive Director?

To apply, click on the link to the Executive Director position profile at [ArmstrongMcGuire.com/apply](https://www.armstrongmcguire.com/apply). You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact staci@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites (such as LinkedIn or Indeed).

Salary is commensurate with the requirements of the position and begins in the \$120K range. The robust benefits package includes medical, dental, vision, life, accident, critical illness, and long-term disability insurance; health savings account (HSA); employee assistance and work/life balance programs; financial education; 403(b) retirement plan; and paid time off and holidays.

NC Child actively seeks a diverse pool of candidates. NC Child is committed to a policy of equal employment opportunity without regard to race, color, national origin, religion, disability, gender, gender identity, sexual orientation, or age.

NC Child believes vaccination is our best defense against COVID-19. To that end, a mandatory vaccination policy for all permanent staff was implemented in November 2021 with accommodations made for exemptions based on legally mandated reasons.