

# CHILD CARE RESOURCES CHIEF EXECUTIVE OFFICER

## JOB OPPORTUNITY

**Location:** Seattle, Washington  
**Posting Date:** February 6, 2020  
**Deadline:** Applications submitted by **March 5, 2020 at 5:00pm Pacific time** will be given full consideration. Interviewing will begin in early March; early applications are strongly encouraged!

[APPLY NOW](#)

[REFER A FRIEND](#)



**Child Care Resources (CCR) seeks a tenacious advocate for children, an experienced leader in advancing racial equity, and an effective executive ready to steward our \$13M, 120+ staff and board team into our next chapter.**

**At CCR we know that thriving communities start with our children!** High-quality, accessible, and affordable child care strengthens communities by nurturing infants and children during the most critical years of their brain development, supporting working families, and bolstering our economy. Quality child care contributes to increased school readiness, graduation rates, earning potential, and the overall health and success of the children who experience it.

Child Care Resources works with families, child care providers, and communities to improve the quality of early childhood care in our region and to improve outcomes for kids of all races, backgrounds, and income levels.

**If you share our commitment to children, families, and child care providers, and if you are an experienced leader with a strong equity lens who is undaunted by the challenge of leading a large and complex organization in a shifting political and economic landscape, this could be the role for you.**

You would join a dedicated and accomplished staff and board team, and you would have the exciting opportunity to lead a thriving, well-regarded organization which is having a clear impact both in King and Pierce Counties and throughout the state.

**Consider applying today!**

## ABOUT CHILD CARE RESOURCES

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### Our Vision

*Every child has a great start in school and in life.*

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### Our Mission

*Child Care Resources improves all children's access to high quality early learning experiences by engaging with families, caregivers, and communities. Embedded in Child Care Resources' daily work is identifying and addressing racism so that all children thrive in their early learning environments.*

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@ Lisa Bontje Photography.

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### Our Values

#### **We are stronger together**

- We share a collective purpose – so our individual outcomes are all of our outcomes.
- We honor and respect differences and learn from the diversity, knowledge and strengths of each other and the children and families we serve.

#### **We seek continuous learning and improvement**

- We set high standards and hold each other accountable to our commitments.
- We adapt to change through curiosity, open-mindedness and innovation.
- We create a culture that encourages growth through opportunity, challenge and compassion.

#### **We honor community strengths**

- We examine biases and challenge ourselves and others to address racism so that all children can thrive.
  - We lead with integrity in our process and actions to earn and build trust with each other and the communities we serve.
  - We recognize and integrate the expertise and experiences of our communities.
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### Our Commitment to Racial Equity

CCR's ultimate goal is improved outcomes for young children, and our work is with families, caregivers, and communities. We work to improve our own cross-cultural skills so we can better collaborate with our partners in bringing a racial equity lens to their work with, and in support of, young children. All staff are expected to engage in personal and professional development around this work. The agency supports this growth and exploration through a variety of learning opportunities and prioritizes creating anti-racist environments in our own workplace as well as in the systems with which we interact and within the communities we serve.

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## OUR PROGRAMS

### For Families

CCR operates a statewide resource and referral center that helps families find and pay for child care that meets their needs and provides information on quality care and school readiness. We provide case management and child care subsidy services for families experiencing homelessness in King and Pierce Counties. We also provide support and advocacy for Family, Friend and Neighbor (FFN) caregivers across the state.

### For Child Care Providers

CCR provides coaching, technical assistance, and professional development for child care providers in King and Pierce Counties so they can develop and improve the quality of their care for all children, including navigating Early Achievers, Washington's Quality Rating Improvement System.

### Our Advocacy Work

We advocate for legislation and funding to improve access to high quality child care for Washington's most vulnerable families, and to stabilize the child care workforce by offering affordable credentialing programs and a living wage for child care providers.

To learn much more about the work of Child Care Resources, see [www.childcare.org](http://www.childcare.org).

## OUR ORGANIZATIONAL STRUCTURE AND FUNDING

CCR was founded in 1990 and has grown significantly in its **30-year history**. We provide services in King and Pierce Counties through four offices located in Central Seattle, Lake City, Kent, and Tacoma; we also provide services statewide through the call center and our FFN groups. CCR currently employs **120 staff** and has an annual budget of approximately **\$13.5 million**. Many CCR staff spend their time out in the field at child care programs, which extends our geographic reach even further. CCR has an active and engaged **Board of 19 members**.

Currently, close to 90% of CCR's total budget comes from government grants, and the majority of this comes from the Early Achievers Quality Rating Improvement Systems grant, for the coaching, professional development, and technical assistance we offer to child care providers. The remainder of our funding comes from private fundraising with individuals, foundations, and corporations (\$1.1 million annually) and earned income (\$350K annually). CCR hosts one annual fundraising event, a luncheon, in October of each year.



@ Lisa Bontje Photography.

## CEO OPPORTUNITIES AND RESPONSIBILITIES

Child Care Resources' CEO provides strategic leadership and direction to all aspects of the agency, including overseeing its staff, finances, and resource development. The CEO works with the Board of Directors to develop and implement the organization's strategic plan and, ultimately, to achieve its mission. The CEO reports to the Board of Directors, leads the Executive Team and has four direct reports: the Chief Operations Officer, the Chief Administrative Officer, the Chief Development Officer and the Human Resources Director.

This is an exciting time at CCR – with this CEO transition comes an opportunity to bring new ideas, solutions, and energy to our collective commitment of ensuring every child has a great start to life. We anticipate the CEO will be focused on the following top priorities:



### SETTING THE STRATEGIC DIRECTION FOR 2020 AND BEYOND

The current strategic plan was developed in 2017 and was intended to be in place for three years. With the departure of a long-serving CEO, a top priority for the new CEO will be working with the board, staff and stakeholders to set the organization's strategic direction for the years ahead.



### BUILDING AND MAINTAINING A UNIFIED STAFF TEAM WITH A HEALTHY WORK CULTURE

With 120 staff members, many of whom work remotely, and four sites across two counties, the new CEO will value our commitment to sustaining a healthy work culture and ensure opportunities for collective learning, creative problem solving, and collaborative decision making.



### LEADING CCR'S RACIAL EQUITY AND ANTI-RACISM WORK

In the recent past, CCR has invested significant time and resources in moving the organization forward around its racial equity goals, both internally and externally. The next leader will continue this forward momentum, seeking ways to increase CCR's efficacy and impact as a leader in racial equity and anti-racism work in the early learning sector.



### CHAMPIONING CCR'S ADVOCACY AGENDA

In recent years we've grown our capacity to advocate with funders, policy makers, and the legislature on behalf of the children, families, and child care providers we serve. Our new CEO will be a key voice with state lawmakers as well as an active contributor to coalitions and partnerships in order to ensure our cities and state adequately invest in early learning systems of care.



### ENSURING DIVERSIFIED AND STABLE REVENUE

This will include securing government contracts from federal, state, and local governments, as well as further exploring innovative strategies to bring in more private funding, so we may be more nimble and able to act immediately on our priorities.

## THE IDEAL CANDIDATE

Child Care Resources seeks a leader who – first and foremost – **centers the well-being of children** and believes deeply in improving all children’s access to high quality early learning experiences.

We seek a leader who will be **a trusted and passionate advocate for Washington’s most vulnerable families**, someone who can **persuasively share the story of the children, families, and child care providers we serve** in order to garner the support of decision-makers, community stakeholders, and funders and to improve the early learning system. **Experience working effectively with legislators and policy makers** and skillfully navigating local and state governmental structures will be a key to success.

Every CCR employee is responsible for identifying and addressing racism through their work for the agency, and we expect our next CEO to lead the organization with an equity mindset. We are looking for someone who has **a successful track record of actively demonstrating and integrating racial equity and inclusion into all aspects of an organization’s programs and operations**, and who has **a proven ability to foster an inclusive environment**. More specifically, they will have the experience and skills to reflect on and adapt CCR’s work by interrupting

inequitable processes, implementing anti-racist practices, and prioritizing diversity and inclusion considerations when making strategic decisions.

CCR is searching for a leader who **is experienced at building and maintaining a healthy work culture** that fosters transparency, mutual respect, collaboration, and accountability. This role will require **an excellent communicator** with the skills to **unite a large and diverse staff and board**, so that each person is empowered to act as a valuable and effective member of the CCR team, whatever their role.

As the leader of a large organization that relies primarily on government funding, the next CEO should be prepared to **strategically and creatively adapt to changes in the political landscape or the economy** as they occur. We are seeking **a confident fundraiser** with a track record of success with both government and private funders; and **an experienced administrator** who knows how to work with multiple stakeholders to get things done efficiently and effectively.

**Having previous expertise in early learning and the child care system will be a considerable advantage in this position.**



## COMPENSATIONS AND BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends. The expected salary range is between **\$165,000 - \$195,000**, depending on qualifications and experience. A stipend to cover some relocation costs may be available for candidates who would need to move.

CCR's benefit package includes employer-paid top tier medical, dental and vision insurance plans for employees, 21 days of PTO per year in addition to

9 paid holidays and week-long office closure at year-end, flexible work environment, employer-paid life insurance, short-term disability/illness leave accrual, and 401k with 3% employer match.

This position is primarily based in CCR's Central Seattle office, although the CEO should expect to spend some time in each of the sites and in Olympia. The central office is located near the International District in Seattle, with excellent access to transit.

## HOW TO APPLY

Apply online by clicking on this link:

<https://cloversearchworks.recruiterbox.com/jobs/fk034e2>

Online applications only, please no email or paper submissions. You will be asked to upload three documents:

1. A resume
2. A cover letter, describing as specifically as you can how your experience, skills, and values are a fit with Child Care Resources' goals and mission as described in this announcement.
3. A brief personal equity statement, describing your skills and experience engaging with issues involving diversity, racial equity, and inclusion, and/or in advancing racial equity in organizations. **This statement should not exceed 300 words.**

**Applications received by Thursday, March 5 at 5pm Pacific time will be given full consideration; early applications are strongly encouraged!** All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; in-person interviewing will begin in early March, with an offer of hire expected in early May.

CCR is an equal opportunity employer and we value diversity among our staff. We strongly encourage people of color, immigrants and refugees, people from the LGBTQ community, people with disabilities, and people from other historically marginalized groups to apply.



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 CCR because of our shared commitment to providing children with the best possible start in life so that our communities may thrive.

**Questions regarding this opportunity are welcomed** and can be directed to **Emily Anthony of Clover Search Works. Email:** [emily@cloversearchworks.com](mailto:emily@cloversearchworks.com) | **Phone:** 206-355-9132