



## **Full Time: Executive Director**

### **Organizational Description**

The New Haven Children's Ideal Learning District (NH ChILD) proposes to transform the early care and education landscape in New Haven, Connecticut by galvanizing the community around a common vision of *Ideal Learning* to provide quality early care and education experiences for all children ages zero to eight.

Birth through age eight is a critical time of development for all children and forms the foundation for later success. The growth that takes place in this period sets the stage for all complex learning, including problem-solving and the ability to sustain meaningful and caring relationships. NH ChILD believes that a focused investment in New Haven, CT to create universal access to developmentally informed, play-based, and racially, culturally and personally responsive early care and education will significantly improve well-being for young children, their families and the community of New Haven.

NH ChILD will serve as a national example of a multi-disciplinary, cross-sector, community-supported effort to increase the number of young children served in child-centered learning environments. New Haven is well poised to serve as a national model for such an effort given its size, diversity, capacity, and commitment to early childhood care and education.

For more information visit our website: [www.newhavenchild.org](http://www.newhavenchild.org).

### **NH ChILD Guiding Principles**

*These principles represent a broad philosophy that guides the organization throughout its life in all circumstances, irrespective of changes in its goals, strategies, type of work, or the top management filter for decisions at all levels of the organization.*

#### **Our Guiding Principles:**

- Our work is anchored in world-renowned, developmentally appropriate, place-based, culturally relevant, early childhood approaches
- Parents, caregivers, educators, and community stakeholders influence, inform, and shape our collective work
- A commitment to equity: just and fair inclusion into a society in which all participate, prosper, and reach their full potential

## **Our Core Values**

- Integrity
- Honesty
- Accountability
- Continuous Learning

## **Our Approach is:**

- Place-Based
- Bold, ambitious, and charts new ground in early childhood education in New Haven
- Adaptive, anchored in continuous learning, and committed to innovation and experimentation
- Inclusive
- Action-oriented
- Responsive, instructive, and gracious

## **Position Summary:**

Over the past year, Bank Street College Education Center and the Friends Center for Children have lead the implementation planning for the NH ChILD project in partnership with the Trust for Learning and the NH ChILD Advisory Board. The NH ChILD project has entered its third phase: implementation. NH ChILD is seeking an experienced, passionate and energetic, and entrepreneurial Executive Director to administer the implementation of NH ChILD's strategic plan.

Reporting directly to the NH ChILD Board of Directors, the incoming Executive Director will be responsible for building the NH ChILD team, implementing the strategic plan, and leading the organization through the next phase of its evolution while influencing practice and policy citywide.

## **Position Outcomes**

A successful Executive Director will:

1. Work collaboratively with the Board and staff to implement the strategic plan that addresses closing the gap in access to high-quality early childhood care and education by providing additional early childhood education seats and expanding professional learning supports to improve the quality of new and existing programs and schools.
2. Develop internal mechanisms and external partnerships to monitor and evaluate the progress of the work.
3. Raise the implementation funds needed to sustain the work over a three to five-year period.

## **Primary Responsibilities**

The Executive Director will be responsible for leading the organization in the accomplishment of its mission and in the execution of its strategic plan. Specifically, the Executive Director will:

Establish and maintain strong, long-term working partnerships with stakeholders, including grassroots leaders, faith leaders, service provider staff and leadership, and government agencies and officials.

Hire and provide direct supervision and support to staff, contractors, and community volunteers; facilitate and plan for meetings and work group activities; ensuring fiscal integrity of budget.

Ensure the development of a robust performance dashboard that measures how effectively the organization is achieving programmatic goals.

Create financial controls that help to maintain the fiscal integrity of the organization, financial health and sustainability, and sound bookkeeping and accounting procedures.

Serve as an effective spokesperson for NH ChILD. This includes overseeing communication and marketing strategies, including websites, social media, and outreach materials to develop a strong, visible brand.

## **Qualifications**

Qualified candidates will have all, or majority of the following qualifications:

- Demonstrated understanding of equity and access issues within the early childhood landscape in New Haven
- Over 6 years of experience in nonprofit management or executive-level leadership within public or private sector
- Demonstrated commitment to the NH ChILD mission, guiding principles, core values, and approach
- Foundational understanding and/or direct experience with the *Principles of [Ideal Learning](#)* (developmentally informed, play-based, and racially, culturally and personally responsive early care and education)
- Success in using a participatory style of leadership to lead a team through growth and transition, preferably within a complex and network-based organization
- Demonstrated experience in development and fundraising, with a successful record of building relationships with a diverse range of funders
- Operational and administrative expertise and experience managing and growing a small organization, budgets and finances, websites and social media communications
- Exceptional written and verbal communication skills and the ability to define and prioritize realistic goals and objectives and communicate these to staff and stakeholders
- Demonstrated experience in entrepreneurial organizations and roles, with strong problem-solving skills, and the ability to develop innovative and sustained solutions in a complex and changing environment
- Outstanding project and program management skills, with attention to detail and a strong work ethic

## **Personal Characteristics**

- Comfort with flexibility, including: entrepreneurial thinking, decision making and interpersonal dynamics
- A strong capacity to self-motivate and adhere to self-delegated and external deadlines
- A relationship based mind-set; fostering opportunities for connection and disagreement within the context of building and fostering relationships
- Values based decision making
- Passion and integrity

## **Compensation and Benefits:**

A competitive compensation and benefits package will be offered.

## **To Apply**

Please send a resume and thoughtful cover letter, addressed to Allyx Schiavone, Friends Center for Children at [nhchildexecutivesearch@gmail.com](mailto:nhchildexecutivesearch@gmail.com), outlining your experience and qualifications, and how you learned about this opportunity.

NH ChILD is an Equal Opportunity Employer. We respect and seek to empower each individual and support the diverse cultures, perspectives, skills and experiences within our workforce.

Applications will be reviewed on a rolling basis.