



CHILDREN'S ALLIANCE

A Voice for Washington's Children, Youth & Families

Early Learning Action Alliance Director

Children's Alliance seeks a director for the Early Learning Action Alliance (ELAA), tasked with facilitating the work of ELAA coalition members as they build a brighter and more equitable future for Washington's youngest children. The best candidate for this position will bring a demonstrated commitment to dismantling racist and anti-Black policies and practices as well as expertise in change management, leadership for racial equity, long-term planning, and facilitation.

ABOUT ELAA AND CHILDREN'S ALLIANCE

ELAA is a broad coalition of more than 50 organizations representing a diverse array of Washington nonprofits, professional associations, businesses, and industries. ELAA is united by the belief that all children in Washington state deserve to have the opportunities and support they need in their first five years of life to be prepared for school and a bright future.

At Children's Alliance, our mission is to secure opportunity for every child in Washington by effecting positive change in public policies, priorities, and programs. We speak directly to state and federal decision makers to influence the policymaking process. We mobilize people so they can make a difference. We listen to and learn from our allies and members. And we advocate with families who are directly affected by racism and inequality.

We believe our mission will only succeed if we unapologetically, actively, and effectively fight to end racism and anti-Blackness.

Our culture is warm, informal, and collaborative. We work hard to be inclusive as we plan strategies, campaigns, and events. We dedicate time in staff and board meetings to better understand how racism shows up in the child-serving systems we seek to change, and in our own internal policies and practices. This work is challenging; it calls for each of us to be vulnerable and to take risks. We strive to handle the challenges with care and compassion and learn from them together. For us, this work is central to our mission.

POSITION SUMMARY

Reporting to the Executive Director of Children's Alliance and accountable to the ELAA Steering and Executive Committees, the ELAA Director will help lead ELAA into an era of growth and transformation. Building on a foundation of 12 years of powerful advocacy, the ELAA Director will coordinate the coalition's work for bold, visionary public policies.

The ELAA Director will be expected to work remotely until Children's Alliance reopens a Seattle office at the conclusion of the pandemic. During the state legislative session, significant travel to Olympia is expected. This position requires occasional work in the evenings and on weekends.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Strategically lead all coalition efforts.
- Facilitate the assessment and transformation of coalition accountability to anti-racism work.
- Implement and encourage a strengthened shared leadership model among coalition members.
- Build and sustain trust among key internal and external leaders.
- Envision and shepherd a stronger early learning system for the future.
- Participate in organizational activities such as staff workgroups, membership meetings, fund development, and policy advocacy trainings.
- Other duties as assigned.

QUALIFICATIONS

Facilitation, Listening, and Convening Skills

- Excellent planning, meeting design, and facilitation skills that have been tested in diverse, mission-driven environments.
- Proven capacity to develop decision making processes that foster participation, mutual accountability, and trust.
- Strong relationship-building skills, and an authentic interest in listening to and learning from others; the ability to act with intentionality, engage stakeholders, and cultivate belonging.
- An active listener with high emotional intelligence and an ability to engage in productive conflict resolution.
- Collaborative leadership style, demonstrated by knowing when to step in and direct, when to delegate, and when to share leadership.
- Proven success in creating, sustaining, and engaging inclusive spaces for all people by demonstrating a commitment to dismantling White supremacy, advancing racial equity, and operating with an understanding of how power is manifested in the intersection of a myriad of identities.

Policy Advocacy, Political Savvy, and Coalition Building Expertise

- Experience working in coalition with diverse partners.
- Expertise in state-level policy advocacy.

Alignment on Core Values and Commitments

- Possess a deep appreciation for the importance of a child's earliest experiences.
- Have an evident commitment to dismantling racism and anti-Blackness. Be able to analyze privilege and power, and to credibly drive racial justice work with diverse stakeholders.

Other Qualifications

- Ability to travel to Olympia during the legislative session after the end of COVID-19 restrictions on gatherings.

- The adaptability to work effectively in a wide variety of geographic, political, and cultural settings.
- Be prepared for guidance, evaluation, and high performance in a virtual office setting.
- Be proficient in Microsoft Office and other PC applications.
- No one candidate is expected to possess all the qualifications listed above. In areas where aptitude and/or interest are greater than experience, candidates are encouraged to propose a plan for support.

COMPENSATION

The annual salary for this full-time exempt position is \$81,000 - \$90,000.

Children's Alliance offers a flexible work environment and 12 days of paid vacation in the first year with incremental increases in subsequent years, 13 paid holidays, and opportunities for sabbatical. The organization heavily subsidizes employee and dependent health and dental coverage and offers sick leave and paid family and medical leave.

APPLICATION INFORMATION

Children's Alliance is an equal opportunity employer working toward a culturally diverse and culturally competent workplace. We strongly encourage applications from people of color, immigrants, refugees, women, people with disabilities, members of the LGBTQ+ community, and other underrepresented and historically marginalized groups.

To apply, send a cover letter and resume to jobs@childrensalliance.org with your full name and the title of the position (First name Last name, ELAA Director) in the subject line of the e-mail.

We will review applications on a rolling basis. Applications will be accepted until the position is filled.