



## POSITION PROFILE

# Chief Executive Officer CHILDREN'S INSTITUTE

Portland, Oregon

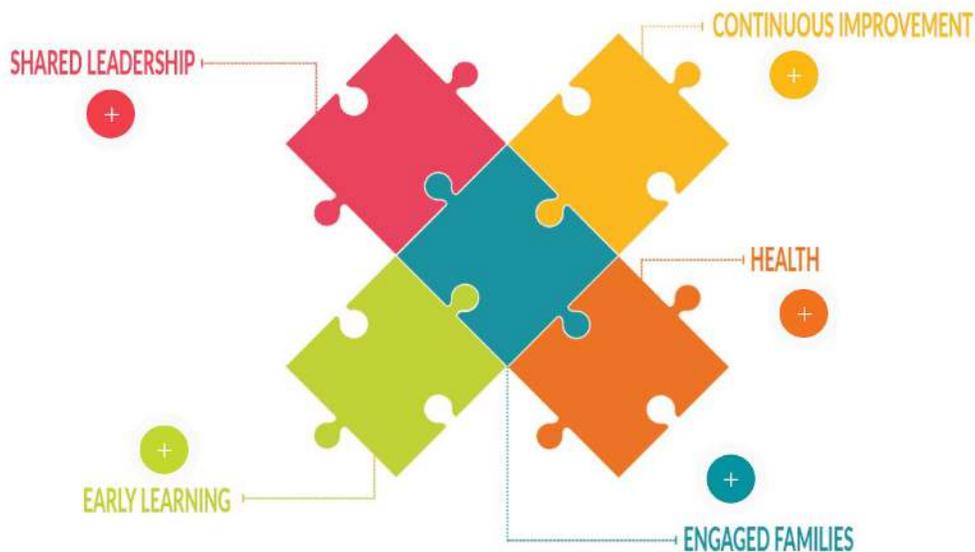


# ABOUT CHILDREN'S INSITUTE

Children's Institute (CI) brings Oregonians together to support the early learning and healthy development of young children, prenatal to eight years old. We believe in starting early because the quality of life experiences during the early years sets the foundation for all future learning and development. We advocate for public investments in early childhood because targeted investments in children's education, health, and safety improve lifetime outcomes for children who experience a wide range of barriers to opportunity, including classism, racism, ableism, ethnocentrism, and xenophobia.

We also believe that family income, race, disability, home language, or zip code should not inhibit a child's ability to succeed in life. Across all areas of our work, we strive to create systems and opportunities that improve outcomes for young children at three critical milestones: on-track and healthy development, kindergarten readiness, and third-grade level reading and math. Our focus is on expanding opportunities for children from low-income households and those in rural environments, children of color, children with disabilities, and English language learners.

Through advocacy, research, policy, programs, communications, and community engagement we work to increase access to high-quality early learning programs and services. Our strategies set us apart as an advocacy organization: we implement programs to shape state policy, we remain nimble and adaptive to changing conditions in the social context in which we operate, we seek to be innovative while demonstrating that public investments achieve results, we employ communications strategies to reach and engage a wide range of audiences, and we continue to grow our network of partners and influencers to shape the state conversation on early childhood while remaining accountable to the children and families impacted by our efforts.



# ABOUT CHILDREN'S INSITUTE

## Policy, Advocacy, and Community Engagement

We develop recommendations for state investments and educate lawmakers and voters on the impact of high-quality early childhood programs and services. The success of our advocacy work depends on strong, ongoing partnerships with community and culturally specific organizations, state agencies, policymakers, and community and business leaders. We also serve as the coordinating member of the Early Childhood Coalition comprised of more than 40 state and national organizations.

## Program Strategy

Our innovative programs demonstrate the impact of aligned, high-quality early care and education. Evidence from these programs, including data, research, and lived experiences, helps shape the policies we advocate for and develop.

Our Early Works sites in urban Portland and in rural Yoncalla, OR demonstrate how public schools and districts can partner with community organizations to offer preschool, parenting education, and other family supports. Our sites have allowed educators and lawmakers to see the impact of school-based preschool, kindergarten readiness programs, and other parenting supports.

Our Early School Success sites in Beaverton and Forest Grove are designed to help educators and school leaders better align and embed developmentally appropriate teaching practices from preschool through fifth grade. Working within these school communities, we aim to demonstrate how the benefits of high-quality preschool can be sustained through the elementary grades.

## Health and Learning

Healthy kids are better able to learn and succeed in school. Working closely with the Oregon Health Authority and the Oregon Pediatric Improvement Partnership, we have helped lead the work of developing four incentive metrics for Oregon Health Plan (Medicaid) providers designed to improve health and learning for children from birth through age five across Oregon.

LEARN MORE:

[childinst.org](http://childinst.org)



# ABOUT CHILDREN'S INSITUTE

## National Reach

We are a state leader for the Campaign for Grade-Level Reading, a national, collaborative effort to improve third-grade reading outcomes. The Campaign for Grade-Level Reading fosters community partnerships and engages families to improve school readiness, school attendance, and summer learning.

We also leverage our communications strategies to shape national conversations about early childhood, and our staff consistently presents to and engages with national audiences.

## Strategic Communications

CI uses a robust communications strategy designed to shape public opinion, connect practice to policy, and engage a wide range of audiences. We use a suite of communications tools, including videos, podcasts, social media, articles, multimedia content, editorial strategies, and regular website updates. This approach relies on research, data, personal narratives, and perspectives from voices in Oregon and around the country to build momentum and investment for early childhood.



# THE OPPORTUNITY

## Children's Institute (CI) seeks a visionary, entrepreneurial, and collaborative leader to serve as its next Chief Executive Officer.

The CEO will have the chance to work at the intersection of policy, systems, and community change while leading an organization that is a trusted voice in early childhood development. This is an exciting opportunity to help shape quality care for Oregon's children and to influence the national conversation around early learning and the healthy development of young children. In addition, the new CEO will be instrumental in broadening the focus of CI's advocacy, building a stronger coalition, and expanding partnerships to drive greater inclusivity and impact.

The CEO will be responsible for CI's consistent achievement of its mission, policy and advocacy efforts, programmatic goals, administration, and financial objectives. Reporting to the Board of Directors, the CEO will manage a staff of 25 mission-driven and highly talented professionals at its headquarters in Portland, and an annual budget of approximately \$4.1 million. The CEO will also serve as the primary spokesperson and relationship builder for CI with community members, state agencies, funders, and other key partners.

As CI looks to strengthen its commitment to equity, both internally and in the field of early childhood development, this is a unique opportunity for a bold and unapologetically anti-racist leader to position CI to lead on issues of racial and social justice. The CEO will respect and embrace diversity and will be culturally competent. This exciting stage in CI's trajectory offers the new CEO the chance to drive innovation, leading CI into its next chapter to ensure that every child is prepared for success in school and life.



# CANDIDATE PROFILE

The CEO will be a strategic thinker who will have passion for building on CI's history of successfully driving policy shifts to benefit the field of early childhood development. Eager to take on the roles of leader, facilitator, connector, supporter, and educator, the CEO will clearly articulate the direction and vision of CI in a compelling manner to a variety of stakeholders in furtherance of CI's mission.

In addition, the CEO of Children's Institute will possess the following attributes and core competencies:

## Passion for Mission

The CEO will bring a passion for CI's mission and a vision for early childhood that is intersectional. Recognized as a leader in the field, the CEO will have expertise grounded in equity and data, a track record of turning research into action, experience developing an advocacy platform, and a deep understanding of lived experiences and actionable solutions. Possessing the knowledge required to be credible on a national platform, they will also understand and be able to navigate the complex landscape of early childhood programs and services in Oregon. The CEO will be a committed partner that acts with thoughtfulness, humility, integrity, and respect for multiple perspectives. Lastly, the CEO will be passionate about continuous learning and new experiences, and will welcome opportunities for training and higher learning on relevant topics.

## Commitment to Racial Equity & Leading with a Diversity Equity and Inclusion (DEI) lens

Possessing lived experience or a deep background in racial equity, the CEO will have a strong competency and genuine commitment to DEI principles. A fierce advocate for children and families, they will listen and learn from communities about their early childhood needs, and build an inclusive, asset-based approach to advocacy and research that recognizes community strengths and invites consent and participation. They will excel at developing and implementing equity strategies for all of CI's organizational systems as well as its early childhood policy agenda, advocacy work, and programming. They will possess the ability to clearly articulate and communicate CI's vision and commitment to DEI to a wide range of stakeholders, including staff, community members, and other key partners.



# CANDIDATE PROFILE

## Entrepreneurial & Collaborative Leadership

Willing to try and learn new things, the CEO will be an entrepreneurial leader who has a growth mindset, is comfortable taking calculated risks, and is eager to roll up their sleeves when needed. They will bring an understanding of what it means to lead an organization in complex landscape during a time of transformation and change, as well as how to leverage capacity and resources to drive impact. The CEO will be a confident decision maker, balanced with the ability to effectively delegate and empower their team. A collaborative leader, the CEO will have the ability to inspire both internally and externally, specifically with the staff, Board of Directors, community partners, and other key stakeholders.

## Organizational Excellence & Organizational Development

The CEO will excel at building the infrastructure required to advance CI's mission. The CEO will possess good judgement and keen analytical skills, including the ability to think critically, make decisions and justify recommendations based on data, as well as a holistic understanding of the needs of the organization. This leader will understand and implement best-in-class nonprofit management practices, ensuring that overall day-to-day operations are streamlined for organizational effectiveness and aligned with strategic goals. With exceptional organizational management and development capabilities, this leader will be approachable and accessible to staff, will set clear expectations, delegate appropriately, actively listen and seek input, and empower staff to realize their full potential. This leader will ensure that strategies are in place to promote the recruitment, professional development, and retention of a diverse staff.



# CANDIDATE PROFILE

## Revenue Development & Fundraising Expertise

The CEO will be a revenue strategist, with a measurable track record of success in development including acquiring, building, and stewarding relationships with individual, foundation, and potentially government funders, as well as developing earned income strategies. The CEO will partner with Development to develop a comprehensive fundraising plan with new and innovative approaches to diversifying revenue streams, while strengthening current development initiatives through thoughtful cultivation of donors in close coordination with the Board of Directors.

## Relationship Building & Excellent Communication Skills

The CEO will have a high degree of emotional intelligence and the ability to understand the dynamics and nuances of communicating effectively with a diverse group of stakeholders. Using a model of collaboration and partnership, this diplomatic leader will build bridges and sustain excellent relationships with existing and potential partners, government agencies, funders, community partners, and other key stakeholders to further CI's mission. An inclusive leader, the CEO will be consultative in promoting open and transparent dialogue internally. This leader will be proactive in addressing the impacts of change.



# COMPENSATION & BENEFITS

The starting annual base salary for this role is \$180,000 with a competitive benefits package.



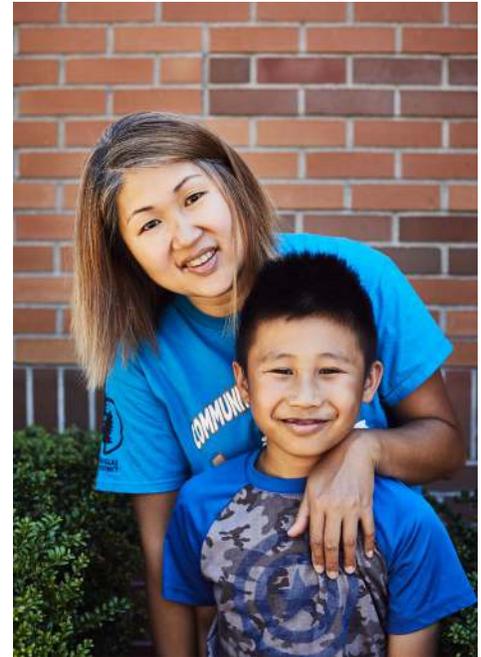
# CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Michelle Bonoan and Medelene Beasley are leading this search. To make recommendations or to express your interest in this role please visit [this link](#) or email [mbeasley@koyapartners.com](mailto:mbeasley@koyapartners.com). All nominations, inquiries, and discussions will be considered confidential.

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## **Equal Employment Statement**

*Children’s Institute is an equal opportunity employer committed to diversity, equity, and inclusion. It is the policy of CI to provide equal employment opportunity in accordance with applicable law to all qualified individuals without regard to their race, color, creed, religion, age, gender, gender identity, sexual orientation, marital status, military status, political opinion, national origin, familial status, mental and physical disability, source of income, or any other status protected by federal, state, or local law in all personnel actions. Personnel actions include recruitment, selection, promotion, compensation, training, and termination. Relations between employees shall be based on mutual respect, and regard for the effectiveness and well-being of the organization.*



## **About Koya Partners**

Koya Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).