



CHIEF TRANSFORMATION OFFICER

LOCATION: TACOMA, WA (HYBRID)

TIMELINE: SPRING 2024





Organizational OVERVIEW

Mission

Child Care Aware of Washington is the state's most thorough and accessible source of information and support in early care and education (birth to 12 years).

Vision

All Washington children experience high quality, racially equitable early care and education opportunities that empower them to dream and flourish.

Core Values

- People and Relationships
- Equity

Who we Are

Child Care Aware of Washington is a nonprofit organization dedicated to ensuring that every child in Washington has access to high-quality child care and early learning programs. Created by state statute in 1986 and incorporated in 1989, it is the only statewide child care resource and referral program in Washington.

CCA of Washington works in collaboration with Regional Partners, to provide a wide spectrum of services and information to families, child care providers, and caregivers. The goal is to co-create opportunities to meet the diverse and specialized learning needs of every child in the state of Washington. Through the use of data and story, CCA of WA influences policy makers, and partners with system leaders to ensure every child in Washington has equitable access to quality learning experiences. Child Care Aware of Washington serves as a managing network that provides:



Family Services



Provider Training and Education



Provider Business Support



Workforce Development



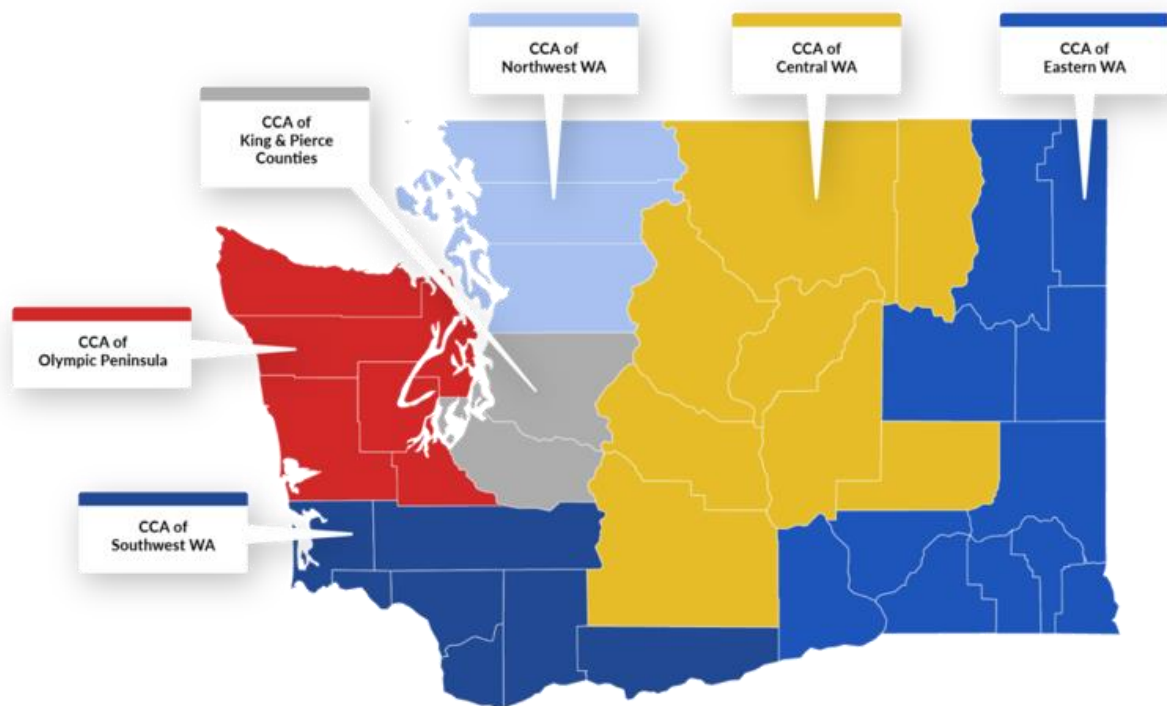
Mental Health Consultation



Data and Advocacy

Regional PARTNERS ✓

Child Care Aware of Washington provides services to local communities through six Regional Partners located across the state. They work closely to support providers and families and to advocate for change within the early learning system.



Through a strong implementation system provided by the Regional Partners, CCA of Washington provides the state's most thorough and accessible sources of information and support in the early care and education system. Child Care Aware of Washington operates the only free Child Care Finder in the state, and also provides robust resources to strengthen child care businesses. In collaboration with a network of six Regional Partners, we advocate for better access to child care for all families, including those furthest from opportunity



Connecting families to child care and connecting providers to success.

Position OPPORTUNITY ✓



Child Care Aware of Washington (CCA of WA) is seeking a mission-centric, collaborative, action-orientated leader to join the executive leadership team. In conjunction with the Chief Executive Officer, CCA of WA's new Chief Transformation Officer, will provide leadership and oversight to the organization's programs and operations, as well as the system's strategic plan and overall effectiveness. The Chief Transformation Officer (CTO) will utilize their exceptional skills and unique lived experiences to contribute as a strategic thought partner and results-oriented leader.

Responsibilities include, but are not limited to:

✓ SYSTEM FOCUS

- Provides leadership in re-imagining and operationalizing work across functional areas throughout the statewide system.
- Supports Regional Partners as they continue to build community engagement and values-based partnerships.
- Provides thorough and timely information and policy perspectives to funders, regional partners, and other stakeholders for decision making purposes.
- Facilitates generative dialogue regarding data outcomes and program design.
- Ensures ongoing programmatic excellence, rigorous program evaluation, and consistency in the administration, and communication of program offerings.
- Is a champion for system-wide diversification by amplifying efforts to attract, develop, and retain staff reflective of the communities served.
- Ensures the core values, goals, and perspectives of the six regions are integrated in strategic planning and program design.

✓ ORGANIZATIONAL FOCUS

- Champions CCA of WA's core values and culture, by designing and implementing initiatives that embed our identity and our commitment to diversity, equity, inclusion and belonging.
- Actively supports and participates in strategic conversations related to employee relations, employee retention and employee satisfaction.
- Provides guidance to directors and staff responsible for carrying out programmatic work.
- Continually assesses staffing levels and staff capacity to ensure sustainable workloads.
- Works collaboratively with the CEO to develop a comprehensive fundraising strategy that supports the strategic goals of the organization.
- Meaningfully contributes and engages in discussions regarding the diversification of CCA of WA's financial portfolio.
- Contributes to organizational-wide efforts and initiatives related to budgeting, finance, infrastructure, and human resources.



Ideal CANDIATE ✓

A successful CTO is a person who has a track record of co-creating and implementing solutions in a complex environment. CCA of WA is looking for a values-centered leader who strives for excellence while also exhibiting humility. The person in this role will report to the CEO and will have 3-4 direct reports.

Below is a broad list of skills and experiences that will be essential for this role.



✓ SKILLS AND COMPETENCIES

- Demonstrated success leading diverse, cross-functional, and interdisciplinary teams.
- Proven track record of mentoring and coaching team members; fueling the professional and personal growth in others.
- Recognized by others as having superior active listening skills.
- Ability to build and maintain enduring relationships in a changing climate.
- Ability to create operations plans that are directly tied to strategic goals.
- Ability to engage with and present information to system partners who are diverse and have unique perspectives.
- Exhibits mindfulness and discernment when holding challenging conversations and making difficult decisions.
- Is willing and able to switch gracefully between acting as an individual contributor and overseeing larger initiatives.
- Looks for opportunities to create new partnerships and allows others to leverage existing partnerships that are collaborative versus hierarchical or transactional.

✓ EXPERIENCE

- 10+ years of leadership experience within a complex system; preferably within nonprofit, social services, early learning, educational or government sectors.
- 5+ years of fiscal oversight; including budgeting, and P/L responsibility (nonprofit or government experience preferred).
- Experience working within a government funding and policy environment, with demonstrated success in achieving contract deliverables.
- Experience identifying and developing funding relationships; including but not limited to private and institutional philanthropy.
- Experience utilizing Liberatory Design (preferred).

Compensation & BENEFITS ✓

This is an exempt, full-time, salaried hybrid position, that require scheduled travel within CCA of Washington's six regions, as well as some organizational convenings. **The annual salary range is \$140,000 - \$160,000 depending on qualifications and experience.**

CCA of Washington offers competitive benefits that include health, vision, and dental care coverage as well as 11 paid holidays and 21 days of PTO. CCA of WA also provides a 5-day paid Winter Break. Additional benefits include Flexible Spending Accounts, a 403(b)-retirement plan, EAP, cell phone allowance, and commuter cost reimbursements.

This is a hybrid role and the person hired should expect to spend some time working from home, some time in CCA of WA's office and some in other locations based on Regional Partner activities and convenings. CCA of WA's office is located in Tacoma Washington.

How to Apply

Click [here](#) to upload your resume, or email resume direct to nicole@diversityrecruiters.com

We encourage resumes from all individuals, and we are committed to providing an equitable and inclusive process.

Resumes received by June 3, 2024, will be given full consideration. Early applications are strongly encouraged. Consideration will be given to resumes as soon as they are received; phone interviews will begin May 13, 2024.

Black, Indigenous, and People of Color, members of the LGBTQ+ community, disabled people, people impacted by incarceration and members of other commonly marginalized communities encouraged to apply, even if you don't meet all of the criteria.

Questions regarding this opportunity are welcome and can be directed to:

Nicole Leckband, Managing Director

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diversity recruiters

Nicole Leckband | *she/her*
Co-founder + Managing Director

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