

ORGANIZATION: Voices for Utah Children

ROLE: CEO/Executive Director

COMPENSATION: Minimum \$70,000/year

CLOSE DATE: March 1, 2019

The Board of Trustees of Voices for Utah Children is pleased to announce the search for a strong, dynamic leader with a high level commitment to improving the lives of children and families.

The Organization

Voices for Utah Children was founded in 1985 by individuals dedicated to making Utah a place where all children thrive. Voices for Utah Children believes that every child deserves the opportunity to reach his or her full potential, by starting with one basic question: "Is it good for kids?" To achieve this vision, Voices focuses on five key areas that benefit the healthy development of all children: 1) Health; 2) School Readiness; 3) Safety; 4) Economic Stability; and 5) Diversity.

Position Summary

The Voices for Utah Children Board seeks an accomplished and innovative individual to guide the organization into the next level of impact and efficacy. The successful candidate requires a strong background in nonprofit management, revenue development and organizational effectiveness. Critical to this role is the ability to cultivate and steward relationships with civic/government leaders, state/local businesses, volunteers and donors that advance the interests and outcomes for Children in Utah. Success will be shown through growth, goal achievement and the impact on the lives of Utah children and their families.

Essential Functions

- Provide strategic leadership to the advancement of Voices for Utah Children's mission and to the development of the organization as a whole
- Offer expertise to advocacy and policy efforts, ensuring positive working relationships with all stakeholders
- Oversee policy efforts/team to ensure the organization's objectives are being advanced and goals are achieved
- Partners with external agencies, as appropriate, to advance outcomes for children in Utah Collaborate with the Board, funders, external contractors, key stakeholders and state and local leaders in the implementation of the strategic plan
- Ensure that clear, appropriate and measurable goals are set which the Board uses to evaluate the performance and impact of the organization
- Engage with the media and serve as the expert ambassador to local, state and national audiences, articulate the needs of the organization and strengthen relationships

- Maintain active membership and a strong presence in professional organizations, community groups, state councils and commissions and other spaces relevant to the work of Voices and its mission
- Guide the Board in its own development, engagement, and addition of new members, including support of the leadership in their governing, fiduciary and revenue responsibilities
- Cultivate a portfolio of personal relationships related to all revenue sources and lead stewardship activities on major fundable initiatives for the organization
- Ensure a solid operating infrastructure of all aspects of the organization under the guidance and policy set by the Board (staffing, contracts, finances, program, etc.)
- Demonstrate fiscal responsibility and efficient use of all organizational resources
- Conduct business consistent with the organization's bylaws and governance policies in a legally compliant, ethical and transparent manner

Required Competencies

- *Communication*: Paint a compelling picture of the vision and strategy that will motivate others to action
- *Coaching*: Ability to develop talent by enabling people to meet both their professional development goals and the goals of the organization
- *Relationship Management*: Possess of organizational savvy, navigate comfortably through complex policy, process and people related to organizational dynamics
- *Conflict Management*: Ability to handle situations of conflict effectively
- *Team Building*: Effectively build formal and informal relationship networks inside and outside the organization
- *Getting Results*: Using a strategic mindset, look to future possibilities and translate them into breakthrough strategies

Qualifications

- A minimum of five (5) years of progressive experience in leadership and management in nonprofit organizations and/or public policy
- Extensive experience in child welfare/safety, children's health, early childhood, or other work focused on child advocacy
- Knowledge of public policy environment and early childhood services strongly preferred, with Utah (or similar state) knowledge desired
- Bachelor's degree (minimum) or advanced degree (preferred) in a related field such as Nonprofit Management, Early Childhood, Law, Public Policy, Social Work, etc
- Demonstrated success building organizational capacity including revenue, systems, policies and procedures
- Proven ability to cultivate and leverage strong external relationships
- Track record of success in fiscal management, financial stewardship and strategy
- Career track record that shows stability with an organization and capacity to develop and nurture relationships, culminating in overall success

- Excellent interpersonal, oral and written communication and presentation skills, with the ability to serve as an advocate and spokesperson for the organization
- Strong experience achieving successes in partnership with a Board of Directors

Physical Requirements

The employee regularly communicates with internal and external stakeholders and is required to communicate clearly, in oral and written formats and must be able to exchange accurate information. The employee must be able to transcribe, read extensively, prepare and analyze data and figures, operate a computer and other standard office machinery. The employee is required to work primarily from the offices of Voices for Utah Children during core business hours. The employee must have the ability to lift, carry, push and/or pull objects weighing up to 50lbs.

Benefits

The annual salary is contingent on qualifications and experience. Benefits include health insurance, employer contribution to 401(k) plan, flexible benefits option, vacation, sick and personal leave.