



Executive Director

San Rafael, California

First 5 Marin seeks a strategic, forward thinking, and highly collaborative leader to serve as its next Executive Director. In close collaboration with the First 5 Marin Commission and community stakeholders, the Executive Director will co-develop and execute on a community vision that all children in Marin have the opportunity to be healthy and are ready to learn, regardless of their background or where they live. This is an exceptional opportunity for a dedicated and enthusiastic executive to leverage First 5 Marin's extraordinary track record and reputation as a program and policy pioneer, major convener, and influential voice for all children and their families across a dynamic and diverse set of communities – inspiring others to collective action and increased resources.

An independent government agency, the First 5 Marin Children and Families Commission guides the investment of Proposition 10 funds throughout Marin County for the benefit of all children ages zero to five. Passed in 1998, Proposition 10 levied a special tax on tobacco sales with proceeds distributed to each First 5 Commission (one in each CA county). Throughout this time, First 5 Marin has established itself as a leader throughout California in driving progressive community change, supporting collaborative programs, and advocating for child- and family-friendly policies at the local and state levels.

Under the leadership of the First 5 Commission, a diverse group of nine community stakeholders, the Executive Director will build off the initiatives, relationships, and successes of First 5 Marin's longtime current leader while championing new ideas and forging new partnerships. Four key areas of priority over the last decade have included health; school readiness and education; public policy and advocacy; and information availability for families and caregivers. Looking to the future, community members and Commissioners alike are optimistic about opportunities like the early success of the Help Me Grow Initiative, a three-phase process to help Marin families navigate the complex needs of child care and development, and in identifying potential synergies and additional resources aligned with the early childhood proposals of Governor Newsom (a Marin native). The next Executive Director will be responsible for sound financial planning, relationship management, and overall strategy development to support these continued efforts and emerging priorities.

Over the last 20 years, First 5 Marin has employed an inclusive and adaptive strategy to fulfilling its mission. While the organization continues to be one of the three largest funders in the community (in addition to the County and Marin Community Foundation), recent years has seen it play an increasingly critical convening function. Community forums hosted by First 5 Marin have been identified by partners as a key source of information for families and other stakeholders, while the Executive Director and Commission leadership are seen as important "conductors" for the broader orchestra that is child- and family-serving institutions throughout the region. Coordination between the Executive Director and the Commission is thus critical to the success of First 5 and its relationships; as Commissioners are appointed by the County Board of Supervisors and represent several different areas of Marin life, First 5 Marin has a symbiotic relationship with the composition and effectiveness of Commission relationships. One of the most important roles of the next Executive Director will be building strong relationships with Commissioners and identifying opportunities for continued individual and group engagement.

The ideal candidate is expected to have a bachelor's degree and at least seven years of progressive experience working with community-based organizations, anchor institutions, and/or policy-setting groups to further positive social change. An advanced degree (MPA, MPP, MSW) or related certification is desirable, but not required. This includes success in designing and developing community programs/projects, experience working with boards or commissions of complex organizations, and proven ability in building and maintaining cross-sector collaborative partnerships. A proven track record of strong organizational financial management and planning, such as institutional budget-setting or grant management/reporting, is a must. A background in early childhood development, policy, education, or health is ideal, but those with a strong passion for young children and families and a commitment to social, racial and health equity are encouraged to apply.

Previous experience working in a complex organization, preferably in collaborative environments (associations, networks, coalitions, etc...) is highly desired, as is the maturity to successfully navigate and collaborate with a kaleidoscope of organizations and community leaders with different missions. The successful candidate will be a strong relationship builder. Excellent organizational and interpersonal skills are necessary, including the curiosity and open-mindedness to work with diverse communities and promote new ideas. Strong verbal and written communications skills are required. A personal and professional commitment to equity and inclusiveness is absolutely vital, including the understanding of how one's own identity and lived experiences inform their work.

FIRST 5 MARIN

Founded in the aftermath of Proposition 10's passage, First 5 Marin is known as a state leader in advocating for young children and their families. Over the last 20 years under the leadership of its longtime Executive Director, Amy Reisch, First 5 Marin has funded myriad programs, projects, and partnerships throughout Marin County. In this time, it has become known for its early embrace of advocacy and public policy efforts, working closely with County leadership and local leaders to raise awareness of issues facing Marin children.

Located in the northern region of California's Bay Area, right across the Golden Gate Bridge from San Francisco, Marin is renowned for its access to the outdoors and beaches, rural regions and farming communities, and cultural attractions. One of the state's wealthiest counties, Marin is also one of the most demographically dynamic. Indeed, a 2010 [study](#) identified Marin as a community with high prosperity but also high disparities, especially between Marin's white and Black/Latinx communities. With a significant immigrant population, First 5 works collaboratively with community partners (i.e. Marin Community Clinics and the Canal Alliance) and stakeholders (i.e. County Government and school systems) to build capacity and services for all.

To explore First 5 Marin's Theory of Action framework, see [here](#). For more about First 5 Marin, see [here](#).

EXECUTIVE DIRECTOR

As the current Executive Director seeks to retire in mid-2020, the First 5 Marin Commission has launched the search for the next Executive Director early to allow proper time for a seamless transition and an opportunity for the new leader to learn as much as possible. Collaborating with leaders across Marin County, the Executive Director will leverage current partnerships and build new relationships to create programmatic and policy opportunities to best serve Marin children and families. The Executive Director will be responsible for:

Financial and Administrative Management

- Sound financial management of current funds and planning for Commission responsibilities, including staff/consultant contracts and grants.

- In an environment of declining revenue from tobacco sales – both a win for community health and a challenge for First 5s across the state – the next Executive Director will also be charged with building partnerships that leverage community and state resources to pursue both future program sustainability and possible new opportunities for funding. The Executive Director will need to bring experience in financial management and planning to effectively capitalize on current revenue streams and emerging funding models.

Management and Leadership

- Serve as an energetic and thoughtful leader on issues facing young children, families, and the organizations that serve them throughout the Marin Community. Provide strategic coordination for all First 5 Marin program, project, and policy initiatives.
- Supervise and develop First 5 Marin’s staff, including a Policy & Communications Manager, and network of consultants, with an eye toward continued professional development, continued growth, and strategic deployment of resources.
- Ensure the highest quality, originality and impact of the organization’s activities and educational materials, and strengthen its capacity to measure and evaluate the results of its work. Ensure compliance on funded programs with donor or government requirements.

Strategic Relationship Building, Network Development & Thought Leadership

- Work closely with the First 5 Marin Commissioners and key influencers in the children and families arena to dynamically assess the strategy and vision for First 5 Marin taking into account shifting landscapes in political climate, funding sources, populations served, and changing healthcare and education issues/needs in ways that are both responsive and sustainable.
- Identify, develop, and provide ongoing support to Commission members to maximize Commissioner engagement and input.
- Build and maintain relationships with key community stakeholders and leaders, especially in County Government and in the community-based organizations most impactful on Marin children.
- Raise the profile and visibility of First 5 Marin through enhanced outreach and collaboration focusing on programs and relationships that help to amplify the organization’s work.
- Develop relationships with other First 5 leaders in other counties, the statewide First 5 Association, and state policy leaders in order to coordinate and promote structural solutions to issues in addition to local programs and initiatives.
- Stay apprised of emerging themes in the early childhood programmatic and policy space of California and the country to help identify new ideas and opportunities for mission fulfillment.

QUALIFICATIONS

- A Bachelor’s Degree and at least seven years of working in a complex environment working toward community change. An advanced degree (MPA, MPP, MSW) or related certification is desirable. Demonstrated program management and development success.
- Experience managing a complex program or organizational budget. Proven capacity to develop strategic and responsive financial and administrative planning processes that are inclusive and adaptive to changing priorities.
- An understanding of child development, education, community health, social determinants of health, and the unique dynamics of working with local government. A passion for helping communities work toward progressive and equitable change.
- Success in coalition-building and working effectively with diverse groups of people, including the acumen and humility to work in a cross-cultural manner.
- Knowledge of California public policy and advocacy environments, especially as it relates to children and families.

- A sophisticated understanding of building relationships across different sectors, fields, and geographies in order to identify and advance common visions of success.
- Ability to respectfully and adeptly communicate, interact, and facilitate conversations with institutional leaders, policy leaders, and community members alike, especially those from differing backgrounds.
- Possess the ability to think strategically and creatively, critical thinking and analysis skills, and the ability to transform new ideas into executable and successful programs.
- A strong interest in and commitment to the work of First 5 Marin and its partners.
- Excellent verbal and interpersonal communications and writing skills critical for communicating with a broad and diverse audience.

Compensation

The salary range for this role is **\$120,000 - \$150,000** and is set by the First 5 Marin Children and Families Commission. First 5 Marin provides comprehensive benefits and relocation expenses.

How to Apply

First 5 Marin Commission has retained Talent Citizen to assist in this recruitment. President Tracy D. Welsh and Associate Connor Daley are leading this search.

Please submit your resume and a cover letter outlining your interest, the reasons why you are best suited for the position and would be a great addition to the First 5 team, and where you learned of the position. Nominations and application materials should be sent directly to F5M-ED@talentcitizen.com.