



**Center for the
Study of
Social Policy**
Ideas into Action

Position Announcement Director, Young Children and their Families

Title: Director, Young Children and their Families
Classification: Full time, Salaried
Salary: \$135,000 to \$150,000 (15 plus years of experience)
Location: Washington, DC preferred (working virtually until after the pandemic)

About CSSP and Our Work

The Center for the Study of Social Policy (CSSP) is a national, nonprofit, public policy, research, and technical assistance organization headquartered in Washington, DC, with a satellite office in Los Angeles. Our staff of approximately 50 people, works to achieve a racially, socially, and economically just society in which all children, youth, and families thrive.

CSSP strives to accomplish its mission by developing and **advancing effective public policy**; helping to **transform public systems** to be more preventive, results-oriented, accountable, and caring; and supporting local leaders to **create the community opportunities, supports, services, and environments in which all children, youth, and families can thrive**. All our work reflects a long-standing organizational commitment to being anti-racist and promoting equity and social justice

Job Description

CSSP seeks a senior leader to guide and manage community, systems, and policy strategies to promote improved well-being for young children and their families. The Director will manage multiple efforts underway and work with CSSP staff, national and community partners and parent leaders to advance innovative and practical strategies to undo systemic racism and oppression in public policy and public systems that impact the lives of families with young children. This person would primarily be responsible for setting the strategic vision for this work and managing a staff as well as developing and sustaining funding to carry out a national agenda for promoting integrated anti-racist early childhood and health systems that ensure equitable outcomes for young children and their families.

We are looking for someone with a track record in:

- Developing and advancing anti-racist strategies in programs and policy to better serve families with young children.
- Bridging community health with the environments where young children learn and grow and the various systems with which they interact.
- Connecting innovative strategies in health and family policy for greater impact.
- Elevating the voices of parents in driving solutions for themselves and their children.
- Promoting early relational health in families through community, health system and policy change strategies.
- Effectively managing multiple projects and connecting them to a shared vision.
- Successfully building a team and creating an environment that promotes collaboration and individual team member growth and development.

Specific Duties and Responsibilities

- Guide the development and implementation of CSSP's anti-racist agenda and vision that bridges community health and local early childhood systems in pursuit of equitable outcomes for young children and their families.
- Lead and work with CSSP senior leadership and staff on future fund development for anti-racist strategies to improve the health and well-being of young children and their families, and manage our current funding relationships with funders.
- Manage staff and support the work of CSSP projects that are part of this multifaceted agenda including current work on:
 - [DULCE](#)
 - Early childhood system building through [EC-LINC](#) and [Early Learning Nation](#)
 - Parent Leadership through the [Parent Leader Network](#)
 - [Early Relational Health](#)
- Work with YCF senior staff in efforts to ensure that parent voice and racial equity are central to all aspects of the work.
- Represent CSSP's priorities and strategic directions with funders, national organizations, and policymakers.

A Successful Candidate will have:

- Commitment to racial justice and reducing disparities based on race, ethnicity, immigration status, sovereignty, gender, sexual orientation/gender identity, and socioeconomics.
- A graduate degree in public administration, public health, public policy, social work, or related fields with a minimum of 15 years of experience working on issues of importance to young children and their families in either the non-profit sector or a combination of government and the non-profit sector.
- Experience and expertise in one or some of the following: health equity, Black maternal health, health access, early childhood, childcare, family economic security, community-driven health strategies, prevention policy, health and public health care financing and innovative and community-based approaches to working with families to meet their needs.
- Experience developing and implementing sustainable anti-racist initiatives aimed at promoting the health and well-being of young children, their families, and communities.
- An understanding of the critical role parents play in the lives of young children and a strong commitment to elevating the role of parents as decision-makers and active participants in efforts to achieve positive change for young children and their families.
- Experience successfully fundraising and building new relationships with funders.
- Excellent communications skills and evidence of high performance as a writer and public speaker, including skills and interests in using social and other media to effect change.
- Ability to work effectively with a team and with external partners, including working with community partners, and direct leadership experience at the local/community level.
- Significant leadership and management experience and a track record for achieving results.
- Experience leading issue campaigns or related activities.
- Strategic use of data, and experience using a data-driven approach to accomplishing goals.
- Ability to document the effects and outcomes of innovation, as well as position interventions for scale.
- Ability to communicate complicated and/or technical issues in a straight-forward and clear way to multiple audiences.
- Ability and willingness to travel.

Benefits

Excellent benefits provided including health, vision, and dental package with 100% of the employee's coverage paid by CSSP, an 11% retirement contribution after one full year of employment; a generous vacation and sick leave policy including one full week for summer break in August and winter break during the last week of the year, and hybrid telework/in office (in the DC or LA offices) options including a CSSP provided laptop.

How to Apply:

Qualified applicants should send cover letter with salary requirements, resume, and writing sample to jobs@cssp.org (subject: Your Name—Director YCF). In your cover letter, please be sure to indicate where you found this position announcement. The interview process may include phone screening, panel style interviews over Zoom video, a writing exercise, and final interviews over Zoom video.

Due to the anticipated large number of applications, emails and phone calls to CSSP will not be accepted.

Applications accepted until June 06 or until position is filled.

CSSP is an equal opportunity employer. All qualified applicants will be considered for employment without unlawful discrimination based on race, color, creed, national origin, sex, age, disability, marital status, sexual orientation, gender expression, military status, prior record of arrest or conviction, citizenship status, current employment status or caregiver status.

Please note: *CSSP requires that all staff be fully vaccinated as a term and condition of employment. Employees are considered fully vaccinated two weeks after completing primary vaccination with a COVID-19 vaccine, with, if applicable, at least the minimum recommended interval between doses. Employees may request an exception from this vaccination policy if the vaccine is medically contraindicated for them or they have a religious exemption. If an applicant is contacted for an initial interview, they will be required to share their vaccination status and could, if they advance in the interview process, be required to provide proof of vaccination status.*