



Position Title: Director of Programmatic Initiatives

Reports to: President & CEO

Position: Full-Time, exempt

Position Summary:

Fight For Children’s mission is to improve the quality of early childhood education so that all students are engaged, ready to learn and on a path to future success. Fight For Children’s vision is to make early childhood education in Washington, DC the best in the country.

The Director of Programmatic Initiatives is an active member of the senior leadership team, overseeing and optimizing all programming and strategic partnerships. The Director of Programmatic Initiatives manages the content-based program team, while working cross-departmentally to support organizational functions including strategic planning, fundraising, marketing, events, etc. as needed. The Director of Programmatic Initiatives also works closely with local community, business, education and government organizations and leaders developing collaborative strategies to improve the quality of early experiences for underserved children in Washington, DC.

Key Responsibilities Include:

- Lead the design and implementation of Fight For Children’s current and future programmatic initiatives (including quality of content, operations, implementation, and evaluation), ensuring the quality and success of the initiatives and alignment with the organization’s strategic vision and plan.
- Maintain an enterprise-wide perspective while managing program team, providing day-to-day leadership, guidance, establishing performance goals, and providing professional development as needed.
- Effectively measure and communicate impact from all programmatic initiatives using relevant quantitative and qualitative data.
- Effectively measure and communicate data in support of Fight For Children’s progress towards short and long-term desired outcomes (e.g. child outcomes, participant outcomes, etc.).
- Oversee relevant community and strategic partner relationships to ensure alignment with mission and achievement of desired outcomes.
- Represent Fight For Children on external committees and advisory groups, serving as a thought leader with local nonprofits, government leaders, educators, researchers, funders, and policy makers.
- Maintain up-to-date education policy knowledge and provide updates to staff and leadership, as relevant.
- Oversee organizational landscape research around early childhood matters in Washington, DC and beyond to expand FFC’s potential/future impact on improving educational outcomes for children.
- Aid in the development of marketing materials, production/events and public relations initiatives and provide content expertise, direction and other contributions, as needed.
- Aid in organizational and program-specific fundraising.

Required Qualifications:

- 10-15 years of relevant industry experience, with a Bachelor's degree (Master's degree preferred).
- Min. 10 years direct experience developing, designing, implementing, managing and evaluating successful programmatic initiatives.
- Extensive relationships and relevant connections within education, government, non-profit and civic organizations within the Metro DC area (e.g. OSSE, DCPS, Public Charter Schools, etc.).
- Experience as a strong, collaborative internal project and personnel manager.
- Experience as an external representative of an organization (in public engagements, media, etc.).
- Knowledge in the field of early education, combined with knowledge and experience of issues commonly found in densely populated urban school districts.
- Experience managing a budget with full P&L responsibilities preferred.
- Experience working collaboratively with internal and external stakeholders (e.g. staff, partners, clients, Board members, etc.), and cross sector (e.g. education, government, non-profit, private enterprise, etc.).
- Self-starter with strong problem solving skills, an entrepreneurial mindset, and positive attitude.
- Excellent organizational and time management skills with a demonstrated attention to detail.
- Excellent oral/written communication and presentation skills and the ability to communicate with a variety of audiences.

Salary and Benefits

- Salary is commensurate with experience. Fight For Children offers a comprehensive and generous benefits package including medical, dental, and vision insurance and a 401(k) plan.

Fight For Children has retained the executive search firm LeaderFit to lead this search. Please apply here and direct all inquiries to Annie Czerwinski at aczerwinski@leaderfit.org.

Fight For Children is an equal opportunity and affirmative action employer committed to providing equal employment opportunity to all persons without regard to race, color, religion, national origin, gender, marital status or sexual orientation.