



## Position Profile

# **Chief Executive Officer** **Children's Action Alliance** Phoenix, AZ

Children's Action Alliance (CAA) seeks an exceptional Chief Executive Officer (CEO) who is committed to promoting the well-being of Arizona's children and families through research, education, and advocacy efforts. This position begins in mid-June 2019.

## **The Organization**

Founded in 1988, CAA is an independent voice for Arizona children at the state capitol and in the state of Arizona. CAA works to improve children's health, education, and security through information and action.

Each year, CAA pursues a policy agenda that advances its long-term strategy for improving the lives of all of Arizona's children, seeking to:

- Shape the public conversation to expect better state budgets and policies for kids.
- Nurture leaders and champions for kids.
- Promote fiscal policies that facilitate children's health, education, and security.
- Expand children's access to health care.
- Improve the protection of abused and neglected children and empower their success.
- Enhance community-based support for struggling youth and decrease youth incarceration.
- Promote early education policies and practices that improve reading success by third grade.

CAA launched the Arizona Center for Economic Progress in January 2017 to create initiatives and partnerships beyond children's issues. The Center advances thoughtful analysis and effective economic and fiscal policy solutions to shape a better future for every Arizonan through quality jobs, great education, and stronger communities. The Center is integrated into the CAA organizational infrastructure and governed by CAA's Board of Directors.

## **Recent Accomplishments**

Most recently, CAA has done the following to advance its goals:

- Generated broad and energetic community support to push the state legislature to reinstate KidsCare health coverage for 35,000 children in working families, and built powerful advocacy forces to sustain the Affordable Care Act and Medicaid coverage.
- Promoted improvements in state agency policy and practice to provide more financial stability, health care coverage, and opportunities for children and youth in child care and foster care.
- Nurtured and mobilized community voices on children's issues through advocacy trainings, leadership development, and events at the capitol for specific constituencies.
- Through the Arizona Center for Economic Progress, changed the public conversation to connect the dots between three decades of tax cuts at the state capitol and the lack of investment in Arizona priorities for education and infrastructure, blocking more than \$200 million in proposed tax cuts that would have further diminished revenues.
- Fueled the "Red for Ed" movement for investments in public education with multi-year strategic messaging campaigns, fact-based analysis and tools, partnerships, and community mobilization, compelling state lawmakers to make a \$400 million investment in public schools.

CAA is governed by a 22-member Board of Directors and consists of a 14-member staff. The organization's current operational budget is approximately \$2.1M. CAA's current CEO, Dana Naimark, will depart the organization in 2019 after providing 27 years of service, with the last 12 as the organization's CEO. For more information about CAA, please visit the website at [www.azchildren.org](http://www.azchildren.org).

## **The Position**

The successful candidate will ensure CAA continues to develop and advance policies and investments that are true to its mission, and maintains a strong reputation and builds strong relationships with stakeholders. Reporting to the Board of Directors, the CEO executes the organization's vision, mission, and strategies by employing and overseeing the work of a highly qualified staff. The CEO represents the interests of the organization to the public including, but not limited to, the legislature, donors, and the general public.

## **Leadership Outlook and Near Term Priorities**

The new CEO will be dedicated in advancing the near-term leadership priorities identified by the Board and staff, which include:

- Addressing issues and advocacy through coalitions and a racial and ethnic equity lens.
- Building power through leverage with the media and the legislature and empowering voices among specific constituency groups (grandparents, foster youth, etc.).
- Strengthening communications to engage a broader range of Arizonans.
- Managing and diversifying resources with a robust fundraising strategy from individuals and organizations.
- Through the Arizona Center for Economic Progress, creating a strong voice and movement for tax fairness and public investments that support children and low income families.

## **Key Responsibilities**

The CEO provides strategic leadership both internally and externally, and continually seeks opportunities to advance CAA's mission. Primary responsibilities include, but are not limited to:

### *Advocacy*

- Playing a leadership role in developing CAA's policy agenda – one that strives to improve the lives of all of Arizona's children.
- Advancing a policy agenda, data analyses, and communications designed to understand and remove systemic and structural barriers facing children of color.
- Representing and promoting CAA in the Arizona and national arenas; developing a respected voice for children and families.
- Developing and maintaining relationships between CAA and external stakeholders including, but not limited to, the Arizona legislature, the governor, the congressional delegation, etc.

### *Communications*

- Overseeing strategic communications planning efforts and serving as CAA's chief public spokesperson to the media and general public.

### *Operations*

- Ensuring that CAA achieves the resource development goal necessary to achieve long-term sustainability while simultaneously meeting current operating needs; delivering expected accomplishments through grant funding, maintaining and deepening existing funder relationships and proactively seeking new opportunities to raise funds from a variety of funding sources.
- Providing direction, guidance, and support to staff and fostering strong staff morale. Attracting and retaining a productive workforce with an eye toward professional development and growth.
- Supporting CAA's Board of Directors in order to enhance the organization's ability to carry out its mission.

- Overseeing the Arizona Center for Economic Progress' work and ensuring that all activities align with CAA's policy and strategic priorities.

## The Ideal Candidate

Ideal candidates for this position must have strong communications, policy, leadership and management skills. S/he must excel at balancing internal management with external impact and visibility, and will ensure that the organization is fiscally and programmatically sound while strategically advancing its purpose and goals. S/he will bring a variety of experience and attributes to CAA, including:

- A strong commitment to CAA's core purpose and principles, and support of the basic direction outlined by the staff and the Board.
- Knowledge of and experience with public policy issues concerning the needs of children and families, and the proven ability to help formulate new and imaginative strategies for identifying and achieving important public policy reforms.
- Demonstrated experience and success in nonpartisan advocacy for policies that improve the lives of children and families.
- Experience in confronting and dismantling systems of racial and ethnic inequities and the policies that perpetrate them.
- Ability to serve as CAA's primary media spokesperson.
- Exceptional skills in persuasive communications (verbal and written) and the ability to educate, inspire, persuade, and motivate a variety of key audiences including elected officials, government agencies, donors, and the media.
- Knowledge of and experience with state government and the legislative processes. Knowledge of state budgeting processes and the impact of both revenue and spending policies on children and families. Experience in Arizona is desirable but not required.
- Proven capacity to convene, collaborate, and build coalitions with other advocates and stakeholders to enact needed change in public policy for children and families.
- Proven results in raising funds from local and national foundations and major donors.
- Stellar leadership and organizational management skills. Ability to attract and maintain a strong and diverse staff. Experience supervising and mentoring experienced personnel.
- Solid financial management skills, with experience managing at least a \$2M budget preferred.
- A minimum of 5 years of senior management experience.

## Application Process

Salary will be competitive and commensurate with experience.

To apply, e-mail resume, cover letter and salary requirements to: [CAA@marcumllp.com](mailto:CAA@marcumllp.com) (e-mail applications are required). Only complete applications will be considered.

For other inquiries contact Dave Erickson-Pearson at [david.erickson-pearson@marcumllp.com](mailto:david.erickson-pearson@marcumllp.com). Communications will be confidential. Resume review begins immediately and resumes will be accepted until the position is filled.

***Relocation assistance is available.***

*CAA provides equal employment opportunities without regard to race, color, ethnicity, religion, sex, pregnancy or recent childbirth or related medical condition, gender identity and expression, sexual orientation, national origin, ancestry, age, disability, the use of a guide or support animal because of blindness, deafness or physical handicap of any individual, citizenship, veteran or military status, genetic information, marital status, familial status, domestic or sexual violence victim status, possession of a GED instead of a high school diploma, or any other protected characteristic under applicable federal, state or local laws.*

**About Raffa – Marcum’s Nonprofit and Social Sector Group**

On behalf of CAA, Raffa – Marcum’s Nonprofit and Social Sector Group is working with the leadership team/Board of Directors to advance the search and lead the CEO search. Founded in 1984 and recently merged with Marcum, Raffa is, and always has been, a mission-driven professional services firm seeking to do more for nonprofits and socially conscious companies. We exist to do meaningful work for organizations like CAA who are making a difference in our communities and our world. Learn more about our work at <http://marcumllp.com/industries/nonprofit-social-sector> .