



# Council for Children's Rights

## Position Description

### Council for Children's Rights

Director of Strategy and Planning

### Organization

Council for Children's Rights (CFCR) is an independent non-profit agency dedicated to protecting the children of Mecklenburg County. CFRC leads the community to stand up for every child's right to be safe, healthy and educated. Historically, CFRC's work focused on individual advocacy, legal representation and connecting children to vital services in the areas of special education, abuse and neglect, mental health, custody, domestic violence, and juvenile justice.

CFCR is expanding its work the areas of public policy, strategic community planning, research and public awareness. CFRC recently launched a new children's intermediary organization called *The Larry King Center for Building Children's Futures (LKC)*. Its mission is to have all children in Charlotte growing up safe, healthy, and educated. The impetus for this intermediary came from a major study of children's issues in the Charlotte region, funded through a collaboration of several philanthropic leaders in North Carolina: Bank of America, The Foundation for The Carolinas, Duke Endowment, Knight Foundation, and Wachovia/Wells Fargo Foundation.

The LKC works with the community to develop comprehensive community plans to drive systemic change for children. LKC compiles research on evidence-based services that impact leading indicators of child safety, health and education. Through a community driven process, the LKC effects change in service delivery, impacts expenditures of government and private funding and improves public policies that affect children. The LKC's initial priorities include improving school readiness, reducing the incidence and impact of child abuse/neglect and increasing access to health and mental health care.

### Position

Reporting to and in collaboration with the Executive Director, the Director of Strategy & Planning will drive the development and execution of a community plan for key priority areas, beginning with a comprehensive prevention and early intervention plan for young children. With staff support, s/he will have the following responsibilities:

#### Planning / Project management

- As a member of the LKC Executive Leadership Team, collaborate with the Executive Director and the Director of Research and Evaluation to guide and drive overall organizational growth
- Develop and refine strategy for priority content area, incorporating evidence-based practices. Strategy to include convening, advocacy/government relations, research and data and public awareness
- Develop work plan to execute strategy

- Drive execution, evaluating progress against goals. Implement strategies to address obstacles and challenges
- Determine need for and broker in resources as needed for planning and implementation
- Develop and manage budget for content area strategy
- Lead, coach, develop and retain staff

#### **Coalition Building**

- Convene, manage and lead local stakeholders to develop a shared vision and plan for how they can work together to help achieve priority goals
- Facilitate meetings and discussions as needed to create this vision and plan
- Develop partnerships, collaborations and linkages among and between external constituencies that will facilitate strategy execution and policy change
- Respond professionally with key constituent groups; service providers, philanthropic funders and community members.

#### **Advocacy**

- Work in conjunction with the LKC Policy Advocate to develop and implement a comprehensive government relations strategy
- Work in conjunction with LKC Budget Analyst to plan for tracking and movement of government and philanthropic dollars.
- Work in conjunction with the LKC Director of Research to advocate for the implementation of research -based interventions
- Partner with community organizations as needed to conceptualize and implement grassroots and grass-tops advocacy efforts

#### **Qualifications**

This is an extraordinary opportunity for an individual with strong planning and project management skills and superb interpersonal skills to have a positive impact on children in Charlotte-Mecklenburg County. Ideal candidates will have some combination of the following qualifications:

- Advanced degree preferred and at least seven to ten years of experience with specific accomplishments in community planning and/or managing and implementing complex programs governed by public policies
- Experience working in an environment with rigorous evaluation systems and accountability program outcomes
- Proven success and natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among political, nonprofit and community leaders; understanding of the Charlotte-Mecklenburg community is a plus but not required
- Familiarity with evidenced-based practices and the ability to credibly discuss effective interventions with human services leaders, policy makers and community stakeholders
- Strong cross-functional project management skills with the ability to work effectively to meet deadlines and deliver results
- Demonstrated success effectively developing and managing a project budget
- Excellent oral, written and interpersonal communication skills; strong presentation skills

- Personal qualities of integrity, credibility and a commitment to CFRC's mission; a passion for improving outcomes for children

The Council for Children's Rights is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position.

To be considered, send a cover letter and your resume to [careers@childrenfamily.org](mailto:careers@childrenfamily.org). No calls or drop ins will be accepted.