



ALL OUR KIN

NYC Director, All Our Kin

All Our Kin seeks a dynamic social entrepreneur to lead our expansion efforts to New York City. All Our Kin, Inc., a nationally-recognized, Connecticut-based nonprofit organization, trains, supports, and sustains community child care providers to ensure that children and families have the foundation they need to succeed in school and in life. Reporting directly to the leadership team, the NYC Director leads a high-performing staff in transforming the quality and sustainability of early childhood education in the region.

All Our Kin first opened its doors in a New Haven housing development in 1999 with two staff members, six mothers, six children, and one core belief: all children deserve access to high-quality early learning opportunities. Through our programs, child care professionals succeed as business owners; working parents find stable, high-quality care for their children; and our youngest and most vulnerable children receive the early learning experiences that prepare them to succeed in school and in life. Today, we serve over 400 home-based family child care providers in New Haven, Bridgeport, Norwalk and Stamford; these parents and educators in turn serve over 2,400 children in our community. To learn more about our work, please visit www.allourkin.org.

All Our Kin is embarking on a ground-breaking initiative to expand our reach to New York City over the next year. The NYC director will lead the implementation of this component of our strategic growth plan. We are searching for an enthusiastic team player who is looking to make an impact and is excited about being a part of an effective, growing and dynamic non-profit organization. We offer competitive salary and benefits, a flexible schedule, and the opportunity to work with a team of skilled and motivated professionals.

Key responsibilities include:

- New Site Development
 - Refine NYC landscape analysis completed during All Our Kin strategic planning process and identify high priority neighborhood(s) for expansion
 - Engage community stakeholders in order to design programs and services that are responsive to emerging needs
 - In partnership with the leadership team, shape the vision for All Our Kin growth in the region
 - Partner with change agents in the community to leverage All Our Kin's impact and transform the quality of education in the city and the region
 - Understand and navigate the regulatory landscape for family child care in New York City
 - In partnership with the leadership team, identify and cultivate additional funders, partners and resources to support All Our Kin's work in the region
- Management and supervision of network staff
 - Hire and manage staff for All Our Kin programs in the region, including Family Child Care Tool Kit Licensing Program, Family Child Care Network, Business Development Program and Provider Showcase
 - Create and support a positive team culture committed to All Our Kin's mission and values
 - Set benchmarks for performance and hold staff accountable for program outcomes

- Ensure effective team communication using email, team meetings, and other communication methods
- Mentorship and educational leadership
 - Coach and mentor staff to meet performance goals and continuously improve
 - Observe team members in the field; reflect with them on their practice
 - Work with team members to set clearly defined goals for provider growth and strategize with them about how to meet those goals
 - Support all staff in increasing their knowledge of child development and adult learning
- Program development, evaluation and continuous learning
 - Use data to engage with the leadership team, staff and clients on ways to refine and improve programs and services
 - Assess family child care program quality, using research-based observational tools; assess changes in provider skills, knowledge and attitudes; use other metrics as necessary to evaluate impact and effectiveness
 - Partner with professional development staff to plan and implement trainings
 - Report to All Our Kin's leadership team and partner with them to ensure the highest possible level of excellence
- Organizational Leadership
 - Ensure fidelity in the programs implemented in the region and provide feedback to the All Our Kin Leadership Team to continually strengthen our services
 - Complete strategic projects, as requested by the All Our Kin Leadership Team

Candidate Requirements:

Education and Experience

- Bachelor's degree required, advanced degree preferred
- Eight-plus years' experience, including at least three years of supervisory experience
- Experience in the nonprofit and/or early childhood education sectors preferred

Skills, Traits and Beliefs

Candidates must:

- Be committed to the goal of making high-quality early care and education available to all children.
- Have experience working in urban communities.
- Value diversity and demonstrate cultural competency.
- Have an entrepreneurial spirit and experience launching new initiatives,
- Be continuously curious, reflective, self-correcting, and open to new ideas.
- Value an asset-based approach to change and understand that the process is lengthy and requires sensitivity, flexibility, respect, and commitment.
- Be able and willing to seek innovative solutions to organizational and programmatic challenges.
- Have excellent interpersonal skills.
- Have strong organizational skills and attention to detail, with a demonstrated ability to work independently.
- Have the ability to clearly define strategic issues and make tough decisions.

All Our Kin is an equal opportunity employer and recognizes that diversity and opportunity are fundamental to children's lives and to our work.

To apply send resume and cover letter by e-mail to job.wa5ep@allourkin.recruitee.com.