

# ALL OUR KIN



**Position Title:** New York Policy Consultant  
**Reports to:** National Policy Director  
**Position Status:** Full-time position for six months  
**Location:** New York City  
**Target Start Date:** September 8, 2020

## About All Our Kin

[All Our Kin](#) is a nationally recognized nonprofit organization that trains, supports, and sustains family child care educators to ensure that children and families have the foundations they need to succeed in school and in life. At All Our Kin, we support family child care educators at every stage of their development – from parents and caregivers to professional educators and business owners – using a strength-based, high-touch approach. Through our programs, family child care providers succeed as early childhood educators and small business owners; parents have access to high-quality, affordable child care, making it possible for them to enter into and remain within the workforce; and infants and toddlers gain the enriching experiences that prepare them to succeed in school and in life. All Our Kin is recognized as a [national model](#), and has been [proven through studies](#) to raise the quality, availability, and sustainability of family child care.

All Our Kin first opened its doors in a housing development in New Haven, Connecticut in 1999. Today, we serve over 850 family child care educators with networks representing five Connecticut cities and New York City, in addition to the surrounding communities.

## What You Will Do

All Our Kin seeks a New York Policy Director. This is a temporary staff position for six months. At the end of six months this position may be extended, depending on several variables including the availability of funding. Key responsibilities of the Policy Director include, but are not limited to:

### Strategy

- Identify, monitor, and communicate key policy opportunities and challenges regarding family child care in New York City and make recommendations about how All Our Kin should respond
- Contribute to All Our Kin's larger strategic plan for policy and advocacy, which seeks to increase the supply, quality and sustainability of family child care.

### Internal Capacity-Building

- Collaborate with All Our Kin's Policy Team, the New York site and Technical Assistant (TA) Teams, family child care providers, families, and community partners to implement a local and statewide policy agenda to increase the supply, quality, and sustainability of family child care in New York City
- Build the capacity and engagement of All Our Kin's Bronx family child care providers in policy and advocacy by organizing training sessions and meetings among family child care providers and between child care advocates and legislators

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- Collect and analyze public data to support All Our Kin's policy and advocacy strategy in New York City
- Complete strategy memos or research briefs (2-4 pages) to support All Our Kin's policy priorities in New York

## External Representation

- Represent All Our Kin in selected local and statewide conversations about early care and education. This may include:
  - Building relationships between All Our Kin providers and local, state, and federal policymakers
  - Strengthening relationships with key local partners in nonprofit education, human services agencies and community-based organizations to bring a family child care perspective to their work
  - Increasing opportunities for family child care providers to contribute directly to New York City and statewide policy conversations
  - Supporting All Our Kin's Development and Communications Teams as needed to raise awareness and funds in support the organization's policy role in New York

## Who You Are

- Hold deep beliefs in and commitments to:
  - Making high-quality early care and education available to all children
  - Combatting systemic racism and injustice
  - All Our Kin's values and model
- Experienced and able to:
  - Build relationships with diverse stakeholders
  - Shape legislative and administrative policies at the local and state levels
  - Knowledgeable about the early care and education landscape and home-based child care in New York
  - Communicate well in writing and speaking
  - Set priorities and manage multiple, multifaceted projects simultaneously in a fast-paced, deadline-driven environment
  - Inhabit an entrepreneurial approach, flexibility, and drive
  - Solve tricky problems and make decisions well
  - Operate various computer systems and willing to use new technology
  - Offer, receive, and respond to regular feedback
  - Bilingual in English and Spanish is strongly preferred



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- Eager to build on
  - 5+ years of policy and advocacy experience
  - Thorough knowledge of community-based, birth to five early care and education (ideally family child care) systems

## What You Can Expect

All Our Kin is an innovative, high-impact organization that empowers a growing number of family child care providers, children, and families to succeed. As we scale All Our Kin's reach, we strive to maintain the collaborative, values-centered environment that is our hallmark and to continually invest in the backbone of our organization: our talented, mission-driven team. All Our Kin is an equal opportunity employer and recognizes that diversity and opportunity are fundamental to children's lives and to our work.

Some of the benefits we offer to our staff members include, but are not limited to:

- **Competitive salary** commensurate with experience
- **Medical, Dental and Vision Insurance**
- **Vacation time** pro-rated on the basis of three weeks paid annual vacation as well as federal holidays and a December holiday (typically December 24 – January 1)

## How to Apply

Please send resume and cover letter via email to: <https://allourkin.recruitee.com/o/new-york-policy-consultant/c/new>