

CHILDREN'S ALLIANCE OF NEW HAMPSHIRE

PRESIDENT

Children's Alliance of New Hampshire, a research-based public education and advocacy nonprofit based in Concord, New Hampshire, seeks a talented President committed to raising a powerful voice for children.

BACKGROUND

For close to 20 years the Children's Alliance of New Hampshire has actively advocated for the well-being of children. They have focused on raising a powerful voice for the children of New Hampshire so that all of our children:

- Live in families free of poverty, preventable disease and violence;
- Have access to quality public education that encourages their aspirations and enables them to reach their full potential; and
- Have access to health and family support services that promote and sustain their well being.

The organization enjoys a positive, committed, tenacious reputation for its advocacy and community engagement among legislators, advocacy participants, funders, community leaders and peer agencies. This success is the fruit of a hard working, knowledgeable staff that operates from the data gathered through KIDS COUNT, a research based initiative that produces credible, reliable data on children and families across the state. An 18 member influential Board of Directors ensures that the core programs are well defined and aligned with the mission and goals.

Data from KIDS COUNT supports the Alliance's two major strategies to meet its mission: promoting public policy solutions and fostering an engaged community. As part of promoting public policy solutions the Alliance convened its first ever Children's Summit in 1998. This group became a more formalized network in 1999 and is now known as New Hampshire Children's Advocacy Network (NH CAN) and annually creates a legislative agenda to support children called Children's Priorities. NH CAN partners work together to educate the Legislature, professionals, parents and other decision makers about the issues and solutions put forth in their Children's Priorities. The Alliance provides leadership, technical support and advocacy training to its partners in CAN. The Alliance also directly advocates alongside its partners in NH CAN.

The Children's Alliance's other major strategy is to foster an engaged community to support the well-being of children. By speaking throughout the state, staff shares the data and information in KIDS COUNT and public policy analysis and best practices. Further they inspire community action for change through training and tools for citizen advocacy and assist with coalition building within communities.

The size of the organization has changed over the years in response to specific campaigns and development needs. Currently there is a staff of three and an operating budget of \$250,000.

OPPORTUNITIES AND CHALLENGES

Beyond the recognized quality of Alliance leadership and advocacy, another great strength is their vision to be the leading independent and inspirational voice for children in New Hampshire, widely recognized as the foremost source of accurate data on child well-being and as an educator, convener, collaborator and leader for courageous policy positions and community action and for a focus on building internal capacity and sustainability.

The vision is both bold and dynamic. The challenge will be to move towards this vision at a time of limited economic growth. The Children's Alliance is held in high regard by private foundations, United Way, and

corporate funders, but building financial resources for the Alliance beyond heavy dependence on foundation grants is paramount. The next President will need to play an active role in fundraising as well as help the Board continue its strategic recruitment of new Board leaders, assuring that the Directors have a keen understanding of their fundraising responsibilities and a clear grasp of the key and essential role that fundraising plays in the success of a successful nonprofit.

As with any nonprofit organization, the Children's Alliance has been moving through a series of life cycles. The next President should be prepared to work with Board and staff to lead the Children's Alliance through a period of significant transition from a first or founding stage of organizational development that is marked by informal, individualistic management to its next stage of development marked by greater operational efficiencies and effectiveness. As part of the natural growth of the agency to its next level of maturity, the President will have the challenge of allocating limited resources to build increased capacity at all levels.

PRESIDENT

The President is the Chief Executive Officer of Children's Alliance of New Hampshire and provides overall leadership for daily operations and the strategic direction. Reporting to the Board of Directors the President is accountable for the organization's consistent achievement of its mission and financial health. Responsibilities include operations, financial management, marketing, fundraising, public/community relations, advocacy, program supervision and development, and human resource management.

The President provides informed and dynamic leadership, convening the staff around the shared purpose of ensuring a mission-driven, high performing, outcomes-orientated, and financially sustainable organization. S/he provides for consistent performance and outcome measurement against benchmarks monitoring all Alliance programs. As part of this leadership, the Executive will maintain a working knowledge of significant developments and trends in child welfare, education, health care and civic engagement arenas in New Hampshire.

The chief executive advocates for the protection and advancement of children and their families at the community and state levels by overseeing the advocacy and organizing activities of staff and participating in meetings of coalitions and s/he represents the organization on several collaborative steering committees that help advance the mission of the Alliance.

The President's responsibilities include working with the Board of Directors and Committees to fulfill their requirement of financial oversight and in setting policies and strategic business plans, including assisting with board development, board accountability and board objectives.

Overseeing the development and implementation of the organization's annual fundraising and marketing plans, the President develops external relationships and actively seeks grants, donations and new revenue sources, both earned and contributed, in coordination with the Board of Directors. The development of sound working relationships and cooperative arrangements with community groups and organizations is part of the President's role as well as promoting the Alliance's visibility and welfare through participation and membership in community forums, civic organizations, and activities and being publicly visible in New Hampshire.

REQUIRED EXPERIENCE AND EDUCATION

1. A seasoned manager holding a Bachelor's Degree with a minimum of 5 years senior leadership experience.
2. Strong written and oral communication skills.
3. Success bringing visibility to an organization and/or an issue
 - a. strong networker/communicator
 - b. ability to tell the story of the organization and the cause

4. Successful experience in financial management, including preparing and reading financial statements, multiple year financial planning, budget development and management.
5. Experience in education and advocacy at the community and legislative levels.
6. Experience in board development and supporting board leadership; skilled at building the board/ED team.
7. Demonstrated success in fundraising and revenue generation, especially for small nonprofits; success developing relationships with individual donors, foundations, small business and corporate givers.
8. Accomplished, personable staff leader; experience with, and commitment to, leading a staff team with high performance standards including mentoring, coaching, supervision & performance evaluation.

PREFERRED EXPERIENCE AND EDUCATION

1. Master's Degree in a human services field, public policy or public administration.
2. Knowledge of New Hampshire culture and children's issues
3. Adept at the use of technology to share knowledge within the agency and to enhance the future of the organization.
4. Track record in building and sustaining collaborations with other non-profit, for-profit and public sector agencies.
5. Demonstrated success as a strong external communicator with experience in marketing and public relations.

For further information about the Children's Alliance and its programs, please go to www.childrennh.org

TO APPLY

Interested individuals should direct their resume in confidence with cover letter and salary requirements by January 21, 2008 to:

Suzanne Maas, Transition Consultant
Leadership Transitions
Box 54
Whitinsville, MA 01588
search@leadertransitions.com

Electronic submission of materials is strongly encouraged.

The Children's Alliance of New Hampshire is an equal opportunity employer and is committed to recruiting a broadly diverse pool of qualified candidates for this position.