



**Director, Texas Racial Equity Collaborative (TREC) / Racial Equity Initiatives
CHILDREN AT RISK (C@R) / Texas Family Leadership Council**

CHILDREN AT RISK (C@R) and the Texas Family Leadership Council (TxFLC) are looking for a **Director of the Texas Racial Equity Collaborative (TREC) and Racial Equity Initiatives**. We are seeking a passionate and collaborative leader with excellent strategic and communications skills to join our team and support our mission to **create systemic change** for Texas children through planning and implementing collaborations with partners and advocates, building strong internal and external racial equity policies and best practices, and fostering projects from concept through implementation. The Director will also assist in development of statewide advocacy policies and events, develop internal organizational DEI goals and contribute to, and provide guidance to, team members for the organization's work and grant deliverables. The ideal candidate will bring an additional substantive background and experience in a key issue area such a public education reform, public health, anti-poverty initiatives and / or an area related to family and child policy.

This position is open to candidates in any part of Texas.

General Responsibilities and Essential Functions:

- Communicate clearly with a compelling voice aligned to the organization's mission and brand.
- Lead and promote the overall strategy for the racial equity work being done internally and externally at C@R
- Quickly come up to speed on policy initiatives and be willing to lead and conversations with others, as necessary.
- Ability to lead and create collaborations and relationships with stakeholders in Texas and nationally.
- Ability to develop relationships with State and National Foundations. Develop new relationships with donors with a focus on stewardship.

Key Responsibilities:

- Lead the Texas Racial Equity Collaborative - Cultivate relationships with key stakeholders and lead the Collaborative in work addressing inequity in children's issues throughout Texas
- Focus on expansion of both TREC and the TxFLC with an eye toward diverse lead and serving organizations
- Ensure equity work is embedded in all planning processes; regularly monitor and communicate progress against our equity goals and milestones and regularly refine the plan based on our learnings.
- Lead on internal and external learning and communication of our equity work and ensure that our Racial Equity goals and metrics are infused into the DNA of our organization through systems, policies, research, programs and advocacy
- Contribute to production of other annual state-level policy, research and advocacy work
- Perform other activities as may be required including supporting press conferences and C@R events
- Work collaboratively with other team members, internally and externally, to build upon C@R's significant presence across the state

Qualifications:

- Exceptional interpersonal and relationship building skills and an ability to work collaboratively and effectively with others in a team environment
- Collaboration is a key part of the C@R culture. The ideal candidate will revel in the development of meaningful partnerships and collaborations throughout the state of Texas.
- Excellent, proven organizational skills and demonstrated record of successful deliverables
- Strong critical thinking skills and problem-solving abilities
- Tenacity concerning details, urgency and organization
- Excellent communication skills, including the ability to synthesize complex concepts clearly and concisely both verbally and in writing.
- Able to come up to speed on new topics quickly, multi-task effectively, and produce high-quality work under time constraints
- Flexible and able to adapt to changing timelines and circumstances
- Bachelor's Degree required; Master's degree preferred
- Adheres to the highest ethical standards, demonstrates an empathetic disposition and perseverance; uses discretion and good judgment
- Reflects an optimistic and positive attitude, and a healthy sense of humor
- Ability to build strong relationships with various types of people, including senior leaders inside and outside the organization.
- Work experience in public policy, such as with state legislatures or advocacy organizations is a plus.
- 3-5 years of complex project management experience is required, and people management experience is a plus.
- Knowledge of MS Office, Google docs, Teams, SharePoint and other productivity software (including but not limited to word processing, spreadsheet, database, and email).
- Ability to motivate peers to meet ambitious goals.
- Special consideration given to diverse candidates who represent the communities and children that we serve.

About CHILDREN AT RISK

CHILDREN AT RISK is an active research and advocacy group dedicated to improving the quality of life of children through research, public policy analysis, community education, and collaboration. Our focus is on the whole child with significant work in strengthening public education, increasing access to and use of federally funded meal programs, work in early education, immigration and in ending child trafficking. We are the leading source of accurate information on children's issues and an advocate and catalyst for change concerning the needs of all children. The position offers a competitive compensation and benefits package.

Interested candidates should submit a letter of application, resume, writing sample and a list of three references via e-mail to **Gretchen Himsl, ghimsl@childrenatrisk.org**. Please include the words "Racial Equity Initiatives" in the subject line. The application deadline is rolling with applications being reviewed upon receipt.

CHILDREN AT RISK is an equal opportunity employer and does not discriminate against individuals on the basis of sex, gender identity, sexual orientation, age, disability, veteran status, religion, ancestry, color, race, ethnicity or creed. We strongly seek candidates that believe in our mission and represent the diverse community and children that we serve.

CHILDREN AT RISK receives a high volume of resumes and reviews every candidate closely. As such, candidates will only be contacted if they are selected for an interview.