

# Chief Program Officer at Children at Risk, Houston

Be part of leading a premier nonprofit organization serving children

CHILDREN AT RISK (C@R) is a state-wide non-partisan research and advocacy nonprofit dedicated to understanding and addressing the root causes of child poverty and inequality. The mission is to serve as a catalyst for change to improve children's quality of life through strategic research, public policy analysis, education, collaboration, and advocacy. The Chief Program Officer (CPO) is part of the C@R's leadership team, playing a key role in the management of the organization and responsible for inspiring and leading programming initiatives throughout Texas.

The CPO, accountable to and reporting directly to the Children at Risk Chief Executive Officer will:

- Be employed full-time by C@R with a \$125-150k annual salary with full benefits including health, dental, retirement, vacation, and holidays
- A "can-do" leader who sees the big picture and sees synergies inside and out of the organization
- Supervise 5-6 program directors, establish goals and metrics, use data analysis to track and report results, and maintain organizational culture and values
- Secure and maintain relationships with Foundation funders for C@R programs
- Lead collaboration efforts, both internal and external
- Explore and develop opportunities for Texas' children with a sense of urgency, energy, and enthusiasm

The successful candidate will have demonstrable experience in program leadership and building collaborative partnerships as well as a good record of successful deliverables in fundraising and project management. She/He will have a detailed approach to promoting a culture of relationship-building and collaboration with internal and external teams and funders. Evidence of mastery of detailed planning and scheduling of complex activities, and consistent achievement is key to being selected.

Key personal characteristics include the ability to solve problems, motivate colleagues, and be a charismatic communicator of the C@R mission. You are flexible and adaptable and comfortably meet metrics on multiple projects at the same time. You manage upwards, downwards, and laterally with a light touch, and have good intuition for discerning other's expectations. You excel at work/life-integration. You thrive on self-direction and enjoy a collegial work environment. You share background with and have empathy for the diverse communities and children we serve. You get the job done with a minimum of confrontation and supervision.

C@R has a Texas-wide footprint and this position is based in Texas. Some statewide travel is expected. Relocation compensation is not offered.

If you are a passionate professional with at least a Master's Degree, and at least five years of related nonprofit leadership experience, we encourage you to learn more about Children at Risk at <https://childrenatrisk.org/> and invite you to send a letter of application and your resume to the email below immediately.

## **Application Instructions:**

Read this information carefully. Adhering to these instructions will ensure that your application is submitted as required for review.

1. A cover letter is required. Your cover letter should be no more than one (1) page in length.
2. A resume is required. Your resume should be no more than two (2) pages in length and should include details about your relevant education, skills and experience as they relate to this role.
3. Send your cover letter and resume to [carcpo@gershensonconsultingllc.com](mailto:carcpo@gershensonconsultingllc.com).
4. Due to the number of resumes we receive, we will not be acknowledging their receipt or returning emails or phone calls inquiring about the status of an application. If your application is selected for interview, you will be contacted directly by a member of our team.