

Position Summary:

The Chief of Staff / Chief Impact Officer (CIO) is a strategic leader, playing a critical role in advancing the organization's mission by leveraging data and research to maximize CHILDREN AT RISK's effectiveness and reach. Reporting directly to, and partnering with the CEO, the Chief of Staff will ensure CEO priorities are being met, the organization is operating efficiently, and is aligned with its vision. This position requires a deep understanding of how to use data and analytics to drive decision-making, improve outcomes, and allocate resources effectively.

The ideal candidate will be a strategic thinker with a passion for social change, capable of blending policy expertise with business acumen. The chosen candidate should also have an expertise in one of the functional areas of CHILDREN AT RISK. This role is perfect for someone with a dynamic blend of data-driven decision-making skills and a commitment to equity and advocacy for children.

Organization Overview:

CHILDREN AT RISK is a nonprofit organization dedicated to improving the quality of life for Texas' children. Through policy analysis, research, advocacy, and collaboration, we work to create a world where children thrive. We address systemic challenges and advocate for policies that ensure children have access to high-quality education, safe environments, and the resources necessary for healthy development. We are looking for a Chief of Staff / Chief Impact Officer to join our leadership team and drive the next chapter of growth and impact.

Key Responsibilities:

Strategic Leadership

- Serve as a thought partner to the CEO, providing critical support in setting and executing the organization and the CEO's strategic goals.
- Work with leadership and program teams to align strategies with measurable impact, continuously refining processes and outcomes based on data insights.
- Utilize data analytics to identify opportunities for growth, operational efficiency, and improved program effectiveness.

Data-Driven Decision-Making

- Lead the organization in adopting a “Moneyball”-like framework, where data analysis informs decision-making at all levels.
- Collaborate with research and policy teams to develop robust data models that predict trends, assess program efficacy, and guide resource allocation.
- Introduce and institutionalize a culture of continuous learning through data, ensuring that outcomes are tracked, analyzed, and shared to refine our advocacy and programmatic efforts.
- Implement tools and technologies to streamline data collection and reporting, fostering a culture of evidence-based advocacy.

Operational Efficiency

- Oversee organizational operations, including finance, HR, and internal processes, ensuring alignment with strategic goals.
- Lead cross-departmental collaboration to enhance operational efficiency and organizational effectiveness.
- Serve as a connector across teams to streamline communication, ensure cohesion, and enable the successful execution of initiatives.

Stakeholder Engagement and Advocacy

- Collaborate with external partners, funders, and policymakers to amplify the organization’s mission and impact.
- Work closely with the development team to craft compelling narratives that demonstrate impact and attract resources.
- Represent CHILDREN AT RISK in key meetings, conferences, and advocacy efforts, ensuring that data-driven insights shape public policy and community initiatives.

Organizational Culture and Team Development

- Build and maintain a positive organizational culture that attracts, retains, and motivates a diverse and talented staff.
- Foster professional development across the organization by promoting a culture of mentorship, leadership, and accountability.

Qualifications:

- Bachelor's degree required; Master's degree in Public Policy, Business Administration, or related field preferred.
- Minimum 5-7 years of experience in nonprofit leadership, data analysis, policy development, or organizational strategy.
- Demonstrated experience using data to drive strategic decision-making and improve operational efficiency, ideally within a mission-driven organization.
- Passion for advocacy, social impact, and advancing the rights of children.
- Excellent communication, presentation, and leadership skills, with the ability to influence and collaborate across a variety of stakeholders.
- Proven experience managing cross-functional teams and leading organizational change.
- Experience working in policy advocacy, research, or a similar field is a plus.

Compensation: Salary will be based on qualifications and experience, reflecting the level of expertise brought to the role. A competitive benefits package including health insurance, dental and vision coverage, retirement contributions, paid holidays, and unlimited PTO is included.

Application Process: To apply, please submit your resume, cover letter, and a brief description of a project where you utilized data to drive impact or improve organizational outcomes. Applications will be reviewed on a rolling basis until the position is filled.

Equal Opportunity Employer: CHILDREN AT RISK is an equal opportunity employer and does not discriminate based on 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.

Why Join CHILDREN AT RISK?

At CHILDREN AT RISK, you will be part of a dynamic, mission-driven team dedicated to ensuring all children have the opportunity to thrive. This role provides a unique opportunity to shape the future of the organization by blending strategic vision with data-driven insights, similar to the approach popularized in the movie and book *Moneyball*. You will have the chance to make a measurable difference in the lives of Texas' children while fostering innovation and organizational excellence.