



Deputy CEO, Children At Risk

CHILDREN AT RISK (C@R) is seeking a Deputy CEO to serve as a key strategic partner to the CEO and a senior leader across the organization. The Deputy CEO will connect C@R's research, policy, advocacy, programs, communications, fundraising, and operations to ensure work is aligned, productive, and impactful. The Deputy CEO will turn big ideas into clear priorities, strong systems, and measurable results. This role requires someone who can understand complex issues, synthesize information across departments, communicate clearly with many different audiences, and step in for the CEO when needed with funders, policymakers, partners, board members, staff, and the public. A major part of this role will be helping C@R explore and adopt AI in a thoughtful, mission-driven way. We are not looking for a technical AI expert. We are looking for a leader who understands that AI is changing how organizations use data, conduct research, communicate, learn, and operate – and who is excited to help build a culture where staff can use these tools responsibly and effectively to increase our impact on children.

This position is ideal for someone who is strategic, curious, highly organized, comfortable with ambiguity, and able to lead across many areas of work without losing sight of the organization's mission. This role's reporting structure will be dependent on experience.

- **This position is open to candidates residing in the Houston area.**
- **Candidates must have experience in organizational leadership and management.**
- **This is a hybrid position requiring office time, remote work, and travel across the region, state, and nation.**
- **This position will report to the Chief Executive Officer.**

GENERAL RESPONSIBILITIES AND ESSENTIAL FUNCTIONS

Connecting Strategy to Action

- Partner with CEO to develop and execute organizational strategy, long-term goals, and key impact metrics
- Leads strategic planning process and monitor progress against key performance indicators
- Represent the organization in high-level external engagements, coalitions, and policy forums

- Engage with the Board of Directors and manage aspects of governance and committee support

Advancing AI, Learning, and Innovation

- Lead the organization's exploration of AI and emerging technology in ways that strengthen our mission, research, advocacy, communications, and operations.
- Help identify practical uses of AI across departments, especially in data analysis, research support, media, policy tracking, internal workflows, and knowledge management.
- Build staff comfort and curiosity around AI by encouraging responsible experimentation, training, and shared learning.
- Work with team leaders to establish clear goals and measures for how AI is improving productivity, quality, reach, or organizational learning.
- Ensure AI is used thoughtfully, ethically, and in alignment with CHILDREN AT RISK's values and commitment to children and families.

Operational Oversight

- Spearheads learning and research innovation across the organization by exploring best practices and integration of burgeoning AI tools to promote programming ideation, operational efficiency and cost savings across all departments.
- Oversee day-to-day operations across departments (policy, research, programs, development, communications)
- Ensure alignment of programs with organizational priorities and impact goals
- Improve internal systems, workflows, and organizational efficiency

Strengthening People, Culture, and Accountability

- Supervise senior leadership team members and foster a collaborative, high-performance culture
- Support talent development, succession planning, and staff engagement
- Promote a culture rooted in equity, accountability, and mission alignment

Representing the Organization Externally

- Support and amplify Children At Risk's public policy agenda
- Engage with policymakers, funders, and community stakeholders
- Serve as a spokesperson when appropriate

Supporting Fundraising and Financial Health

- Partner with the CEO and finance team on budgeting, forecasting, and resource allocation
- Ensure financial sustainability and operational discipline
- Plays a key role in fundraising efforts, strategy and donor engagement

QUALIFICATIONS

- **Education and Experience:** Bachelor's degree required; Advanced degree preferred in education, public health, social services. 10+ years of senior leadership experience in nonprofit, public policy, or related sector; preferred experience in Texas policy landscape and has a special interest in AI; Bilingual (English/Spanish) preferred; Preference is for people with experience in health, K-12 public education, and/or immigration policy.
- **Strategic Thinker:** Commitment to improving outcomes for children and families with exceptional strategic thinking and execution skills
- **Effective external relations:** Experience in monitoring local and state policy developments impacting children, working with elected officials and public agencies, and working with boards, funders, and public stakeholders
- **Resource Mobilization:** Understands the need for resource allocation and makes decisions to support organizational capacity and efficiency.
- **Organizational leadership** Competency: Proven ability to lead teams and manage complex organizations and familiarity with nonprofit finance, public-private partnerships,
- **Equity-centered:** Effective in advancing equitable organizational practices and child/family voice in decision-making

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 to champion solutions that tackle poverty, education and health disparities, and child exploitation. 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 competitive compensation and benefits package.

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.

How to Apply

Interested candidates should submit a cover letter, resume, writing sample and a list of three references via e-mail to DeputyCEO@childrenatrisk.org. Please include the words "Deputy CEO" in the subject line. The application deadline is rolling with applications being reviewed upon receipt.

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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.