



Title:	Director of Strategic Initiatives
Status:	Full-Time / Exempt
Supervisor:	Executive Director
Hiring Range:	\$72,000 – \$76,000 annually
Benefits:	Employer paid Health Insurance, including vision and dental, paid vacation and sick leave, and 13 additional holidays, 7% retirement contribution annually.

ORGANIZATION OVERVIEW

The **Guilford County Partnership for Children** (GCPC) is a local non-profit strategically directing over \$18M annually for young children and families in Guilford County. The majority of our funding comes from state contracts with the NC Partnership for Children (NCPC) and the NC Division of Child Development and Early Education (DCDDE). Additional funding comes from local foundations, corporate, and individual giving. GCPC is part of North Carolina's nationally recognized, statewide Smart Start network. *Our mission is to partner with families, early childhood educators, and our community to support the diverse needs of children, prenatal to age five, ensuring their success in school and in life.*

In 2024, GCPC launched a bold strategic plan focused on two priorities: (1) Improving the Early Childhood System and (2) Solving the Child Care Crisis. We are seeking a mission-driven, systems-focused leader to serve as our inaugural **Director of Strategic Initiatives** and help us bring this plan to life.

SUMMARY

The Director of Strategic Initiatives will serve as a key member of the leadership team, responsible for advancing GCPC's strategic priorities through cross-sector collaboration, policy advocacy, data-informed planning, and systems change. This role will lead the implementation of initiatives aimed at strengthening the early childhood system, with a specific focus on literacy initiatives, and addressing the local childcare crisis, with a focus on equity, sustainability, and community impact.

STRATEGIC LEADERSHIP & PLANNING

- Lead cross-functional efforts to implement GCPC's strategic plan in alignment with mission, vision, and values.
- Facilitate planning with internal and external stakeholders to drive progress in priority areas. A key focus area aimed at collaboratively solving the childcare crisis in Guilford County.
- Translate data and research (e.g., 2024 Community Needs Assessment) into actionable strategies and outcomes.
- Working with the Early Childhood Education Leadership Council (ECELC), co-design strategies to address the early childhood educator pipeline and professional development and support needs of our educators with a focus on addressing the access to and affordability of high-quality early childhood education for children birth to age five.

SYSTEMS & PARTNERSHIP DEVELOPMENT

- Build and maintain strong partnerships with early childhood providers, local governments, philanthropic partners, employers, and other stakeholders.
- Promote system-wide solutions that reduce barriers for families and support high-quality early childhood care and education.
- Support efforts to strengthen the early childhood education workforce by advancing initiatives that promote fair wages, benefits, professional development, and long-term career sustainability.
- Identify and foster opportunities for aligned investment, collective impact, and shared accountability.
- Serve as a liaison between GCPC and the ECELC and existing county-level workgroups, task forces and partnerships working to address the childcare crisis in Guilford County.
- As needed, convene groups focused on early care and education to support efforts to address the childcare crisis.

POLICY & ADVOCACY

- Support policy agendas of key partners at the local, regional, and state level related to early childhood system improvement and childcare workforce sustainability.
- Represent GCPC in local and statewide coalitions, workgroups, and public forums.
- Working closely with GCPC's Director of Communication and Outreach, support efforts to communicate with key stakeholders the work of the ECELC, the needs of the early care and education community and the impact of high-quality early care and education on the community.
- In collaboration with the Executive Director, monitor policy trends, funding opportunities, and innovations that impact early childhood development.

PROGRAM OVERSIGHT & INNOVATION

- Support development and implementation of pilot initiatives, new partnerships, or funding streams aligned with strategic priorities.
- Collaborate with program and finance staff to ensure initiatives are scalable, effective, and equitable.
- Contribute to the evaluation of programmatic and systemic outcomes.

MINIMUM QUALIFICATIONS

- Bachelor's degree in public policy, nonprofit management, early childhood education, or a related field required.
- Minimum 3 years of progressively responsible experience in strategy, policy, systems-building, or program leadership in a nonprofit, philanthropic, or public sector organization
- Strong knowledge of early childhood issues, equity, and systems-level change
- Proven track record of cross-sector collaboration and stakeholder engagement
- Strong project management, facilitation, and strategic thinking skills
- Excellent written, verbal, and interpersonal communication skills

PREFERRED QUALIFICATIONS

- Experience working in or with early childhood systems (e.g., Smart Start, NC Pre-K, Head Start, local/state policy, etc.) including experience in an early childhood classroom environment
- Familiarity with Guilford County and its early childhood landscape
- Reside in Guilford County

Why Join Us?

At the Guilford County Partnership for Children, you will be part of a passionate team working to transform the future for young children and families in Guilford County. You will have the opportunity to shape systems, drive innovation, and lead initiatives that have long-term impact across our community.

The Guilford County Partnership for Children is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. GCPC makes hiring decisions based solely on qualifications, merit, and business needs at the time.

The Guilford County Partnership for Children is proud to be a **Family Forward NC Certified Employer**, demonstrating our commitment to policies and practices that support employees in achieving a healthy work-life balance. Our goal is to foster a workplace culture that supports employees, prioritizes well-being, and promotes success both in the workplace and at home.

To apply, please email operations@guilfordchildren.org with a resume, cover letter, and three professional references. Applications will be reviewed on a rolling basis **with priority given to those received by February 13, 2026**.