



Starting Point President and Chief Executive Officer

The Opportunity

Starting Point is seeking an innovative and visionary leader committed to continuing its legacy of service to children and families. The President and CEO will implement the strategic goals and objectives of the organization, will serve as the public face of Starting Point and will provide executive level leadership by promoting the advancement of Starting Point and its mission, “To optimize child and youth development by connecting families to early care/education, out-of-school-time and related programs and by strengthening the community’s capacity to provide quality, affordable, and accessible care and learning opportunities.”

The Organization

Starting Point was launched 30 years ago as Northeast Ohio’s referral agency for child care, early childhood education and other child related resources. Today, Starting Point is recognized as one of the most effective child-centered organizations in the country, with one of the most comprehensive networks of child care and early education services available anywhere.

Considered the “go-to” organization that Northeast Ohio families, youth professionals, and community organizations turn to for resources to support growth, development and educational advancement from early childhood through youth transition, Starting Point serves Ohio’s Ashtabula, Cuyahoga, Geauga, and Lake counties. Countless children and families have benefitted from the mission and services provided by Starting Point, which improve quality, accessibility and affordability of child care and out-of-school-time programming designed to promote achievement and success for families and children.

Starting Point is a 501 C-3 nonprofit organization and was formed in 1990 on the recommendation of the landmark Cuyahoga County public-private initiative - the Child Day Care Planning Project. The main office is in Cleveland with county offices in Ashtabula, Chardon, and Mentor.

The Position

Reporting to the Board of Directors, the President and CEO serves as the principal resource to the Board of Directors in matters of organization, policy formation and implementation. The President and CEO develops, supervises, and assists in the implementation of the various components of Starting Point: Community Child Care Resource and Referral; Scholarship Fund; Capital Loan Fund; Early Childhood Technical Assistance and Consultation; Professional Development; and Community Data Projects. The President and CEO oversees and supervises all aspects of Starting Point’s operation, and serves as liaison between its stakeholders, including the Board, staff, funders, donors, and the community. The President and CEO manages a \$13 million+ budget, and oversees a team of more than 100, with 9-10 direct reports.

Key Duties and Responsibilities

The President and CEO is responsible for the administration and operation of all the functional areas of the organization including:

Organizational Strategy

- Analyze Starting Point's existing strategic plan, adjust and align with current and anticipated conditions and circumstances, in conjunction with the Board.
- Oversee implementation of the strategic plan while continuing to handle all other aspects of the job.

Child Care Advocacy

- Work cooperatively with OCCRRA, Child Care Aware of America, other agencies, institutions, and groups (local, state, and federal) active in the field of early childhood and out-of-school-time, particularly around advocacy in regard to legislative and funding concerns. Facilitate collaboration between these various child care and out-of-school-time groups, i.e., profit and nonprofit sectors, around relevant issues.
- Work collaboratively with other local, state, and national organizations to develop and revise Economic Impact Studies.

Program Management

- Lead the development, implementation and supervision of a comprehensive child care and out-of-school-time resource and referral agency.
- Lead and assist in the development and implementation of major and new programs and services.
- Ensure the delivery of high-quality services while managing for current and future growth.
- Strategize the organization's short-range and long-range program and project goals.

Development and Fundraising

- Lead and advance the organization's fundraising efforts.
- Build, strengthen, and expand partnerships and funding streams among federal, state, and local early learning and out-of-school-time and education providers, professionals, and advocates.
- Nurture existing relationships and generate new partnerships.
- Facilitate the acquisition of donations and grant awards.
- Explore and implement alternative revenue sources.

Communications and Community Outreach

- Serve as the organization's principal leader representative and spokesperson.
- Represent the programs and point of view of the organization to agencies, organizations, and the general public.
- Raise the visibility of the organization through the development and implementation of a sustainable marketing campaign geared to its various constituencies.
- Position the organization as an effective and vital early care and out-of-school-time learning and development system.

Organizational Development

- Develop and oversee management of appropriate human resource policies and procedures, including training, career development, hiring and firing, compensation, benefits, succession planning and performance management for all staff.
- Support and nurture the individual talents, abilities, and goals of staff members.
- Maintain a climate that attracts, keeps, and motivates a diverse staff of top-quality people.
- Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization.
- Create and promote a positive, multicultural work environment that supports consistency throughout the organization's strategy, operational methods, and data collection needs.
- Promote an organizational culture that fosters passion for the mission, cooperation, open and frequent communication, teamwork, and a common organizational vision.

Operations

- Work with officers, Board of Directors and committees to develop policies for the agency and to ensure compliance.
- Track and renew all local, state, and federal corporation related documents.
- Oversee quality of data collection used to provide information to the agency and community for planning, funding purposes, and to inform public policy.

P & L Management

- Oversee financial management, including preparation of an annual budget
- Manage revenues to carry out the organization's mission in a fiscally responsible manner
- Prepare and file on a timely basis all reports and documentation
- Ensure timely payment of all fees required by federal, state, and local government.
- Ensure the availability of sufficient annual operating revenue.
- Maintain sound financial practices for the entire organization.

Qualifications

Desired Leadership Profile and Background:

Starting Point's President and CEO is an accomplished and highly regarded leader with experience in nonprofit management and experience in the field of childhood development, and has a passion for the mission of Starting Point – in the words of the founder, "it's all about taking care of the children."

The President and CEO must be politically savvy, experienced with advocacy, understand legislation and what it means to the child care industry and how to operationalize. The President and CEO must understand the economic and multi-cultural needs of the Starting Point target audience and how to engage them. The ideal candidate will operate with transparency and integrity, be collaborative, compassionate, and able to build organizational trust. The ideal candidate should also demonstrate a high level of emotional and social awareness and have exceptional relationship development skills.

The President and CEO will have relevant senior level P & L management experience, fundraising, and marketing expertise. In addition, the President and CEO understands nonprofit governance and how to develop a board.

Education and Experience:

- Bachelor's Degree required, Master's Degree preferred, in the fields of early childhood education, child development, social work, nonprofit administration, or the equivalent.
- A minimum of 10 years of professional experience, including in the nonprofit sector, in increasingly more senior-level roles in community work.
- A minimum of 5+ years of senior management experience, including direct management of a team of at least 10+ employees.
- Experience working with Boards of Directors and committees.
- Experience responding to legislative and regulatory proposals affecting child care preferred.

Leadership Competencies and Personal Attributes:

The President and CEO will approach the role with the following behavioral characteristics:

- Inspirational leadership style
- Strategic thinking and business acumen within the nonprofit sector
- Promote culture of inclusion
- An open-door approach
- Charismatic, relationship builder and collaborator
- Personal integrity
- Compassion and empathy
- Strong oral and written communication skills
- Innovative and creative
- Curious seeker of knowledge, ideas, and feedback to improve effectiveness, and holds self accountable for following policies, guidelines, and procedures

Starting Point is an equal opportunity employer. Our employment policies are administered without regard to race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, national or ethnic origin, or any other legally protected status except as permitted by law.

Selection Process

Dise & Company will review all résumés submitted. Appropriate candidates will be contacted for telephone screening. Please apply to this job posting in complete confidence.

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