Are you passionate about children and early childhood education? Are you skilled in collaborating for a common cause and inspired by both the challenges and rewards of working with diverse groups and complex relationships? If you answered “yes” to all of the above, you may be a fit for the Executive Director position at Cincinnati Preschool Promise - http://www.cincy-promise.org/about.

Centennial has been retained to seek a full-time Executive Director for Cincinnati Preschool Promise. Cincinnati Preschool Promise (CPP) is a nonprofit organization, expanding access to quality preschools and improving quality in preschools in Cincinnati. The outcome of this work is vital to the family and community which is home to over 9,200 three- and four-year-old children. This partnership was formed through collaboration between the Cincinnati Board of Education, United Way of Greater Cincinnati and Cincinnati Preschool Alliance.

All qualified applicants are encouraged to apply by Friday, November 17, 2017.

The Executive Director will report to the CPP Board of Directors and uphold the promise and fiduciary responsibility for the City of Cincinnati tax payer dollars to expand quality and affordable preschool for families who need it the most. This impactful leader will build and provide overall management to this nonprofit organization to meet the promise made to the City of Cincinnati community. All Cincinnati Preschool Promise staff are employees of the United Way of Greater Cincinnati, which is the trusted entity overseeing execution of the Cincinnati Preschool Promise. As such, Cincinnati Preschool Promise employees will follow all United Way of Greater Cincinnati employee policies including receipt of employee benefits.

Key Selection Criteria:

The ideal candidate for this position will have progressive leadership experience and will align with the following areas:
• **Passionate about Children.**
  - Manages vision and purpose of quality early childhood education for all eligible families and their preschool children.
  - Communicates a compelling and inspired vision or sense of core purpose: talks beyond today; talks about possibilities; inspirational, approachable and motivational to the community; rallies and engages the community in support of the CPP vision.
  - Able to stay focused on the mission: keeping the ultimate goal of “Expanding access to quality preschool” in mind at all times.

• **Culturally Competent.**
  - Appreciation of the unique value that people of diverse backgrounds and experiences bring in investing and mobilizing a strong community focused on the vision of CPP.
  - Demonstrates ability to understand, build, and navigate relationships with diverse constituents.
  - Works effectively with all stakeholders with appreciation of races, nationalities, cultures, disabilities, age groups, gender and socio-economic classes.

• **Emotionally Intelligent.**
  - Proactively listen; engage with and ensure key constituents feel heard and valued.
  - Ability to understand their own and other people’s emotions and behaviors; can discern between feelings and reality.
  - Use emotional intelligence to guide thinking and behavior to achieve the goals of Cincinnati Preschool Promise.
  - Politically savvy: maneuvers through complex political situation; is sensitive to how people and organizations function; anticipates difficulties and plans her/his approach accordingly.
  - Able to navigate complex relationships and promote consensus and collaboration.
  - Ability to work through internal and external challenges and barriers if and when they arise.

• **Servant Leader.**
  - Builds effective teams: blends people into teams when needed; creates strong morale and spirit in her/his organizational team; shares wins and successes; fosters open dialogue; lets people take responsibility for their
work; defines success in terms of the whole team; creates a feeling of belonging and partnership in their team.

- Able to work with a small staff to achieve big results and keep staff focused on the mission.
- Activator of internal and external partners.
- Confidence. Ability to exude confidence and create confidence in others.
- Transparency and trust builder. Widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn’t misrepresent her/himself for personal gain.

- **Organizational Leader.**
  - Experience in goal setting and achieving measurable agreed upon outcomes.
  - Effective communication (written, oral presentation) skills; comfortable presenting to a cross section of community stakeholder audiences in small and large group settings.
  - Skilled in complex contract negotiation, management and reporting.
  - Demonstrated skills at producing high quality and high performing systems yielding measureable results.
  - Experience developing financial structures and long-term sustainability strategies.
  - Experience building systems, process management and designing procedures to allow for sustainable growth of a fast-paced organization.

**Key Responsibilities for the Executive Director Include:**

- **Vision.**
  - Oversee the execution of vision, values and goals which are designed to provide access to high quality preschool with respect to parental choice.
  - Assume the overall responsibility for the expansion of high-quality preschool programs to thousands of three- and four – year- olds within the boundaries of the City of Cincinnati.

- **Relationship Builder.**
  - Establish and successfully navigate the relationships and partnerships necessary to achieve the mission and goals of the organization.
  - Establish strong, trustworthy relationships with the Cincinnati Board of Education, United Way of Greater Cincinnati, Faith Based Community
Organizations, Greater Cincinnati Business Community, Preschool Providers, key influencers, families and the community at-large.

- Establish, nurture, and maintain strong relationships with preschool providers, key influencers, families, the business community, and the community at-large.
- Develop and oversee vendors, parental support, community-partnerships, and other services required.

**Effective Communicator.**
- Engage and educate the public on the benefits, outcomes, and importance of expanding quality preschools.
- Establish strong communications platform to aid in the education and support of the Cincinnati Preschool Promise.

**Organizational Leadership**
- Maintain the highest integrity and expectations in financial reporting, internally and externally.
- Demonstrated excellence in knowledge of non profit finances including but not limited to financial forecasting, tax levy financing and administration, non profit auditing.
- Understands the necessary transparency of reporting and administration of tax payer funds.
- Understands how to effectively manage an organization which is subject to Ohio Revised Code Open Records and Public Meeting laws.
- Establish and oversee a very effective and efficient financial reporting system.
- Manage the distribution of funds.
- Identify financial structures vital to achieving goals, including those that are not covered directly by the levy.
- Develop robust evaluation processes and monitor and evaluate results in achieving goals.
- Build and maintain the policies, procedures, instructions and trainings that provide consistent, high-quality, safe, and fun learning environments through preschool providers that are fit for growth.
- Provide the leadership to enable best-in-class operational excellence both internally and externally.
Cincinnati Preschool Promise, United Way of Greater Cincinnati and Centennial are equal opportunity employers, which means we are committed to providing equal employment opportunity to all employees and applicants for employment without regard to race, religion, creed, color, national origin, gender, age, disability, or any other classification or status protected by federal, state, or local law. This policy of equal opportunity covers all aspects of employment relationships including recruitment, hiring, transfers, promotions, training, working conditions, compensation and benefits, and termination.

All qualified applicants are encouraged to apply by November 17, 2017.

Confidentially express interest or learn more by contacting:

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Centennial's mission is to connect business leaders with the best talent and resources to improve their businesses, careers and personal lives. We empower organizations to plan, hire, retain and grow.

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