**VP, Strategic Partnerships for Family Wellbeing**

**Who We Are**

Foster America catalyzes a network of changemakers working within and alongside the child welfare system to demonstrate more equitable and just approaches to child and family well-being. Together with communities, we test innovations, open pathways, and champion opportunities for every child, youth and family to thrive.

We do this by seeking out and supporting talent with the determination and imagination to drive transformational change, actively listening to and learning with communities, spreading and sharing knowledge, and advancing innovative ideas and equitable solutions. In partnership with communities, collaborators and changemakers, Foster America is cultivating the resources and relationships necessary to achieve well-being for all children and families.

In addition to our external work, Foster America is committed to examining and dismantling racism within ourselves and our own organization - through the values we embrace, the transformation projects we support in the child welfare sector, the talent practices we evolve, and the ways in which we show up and stand up for every single one of our teammates, fellows, and partners with humility and respect.

To learn more about Foster America, please visit [https://www.foster-america.org/](https://www.foster-america.org/)

**The Opportunity**

After more than five years of program experience and building on innovations from 60+ fellowships projects across the country, Foster America seeks a Vice President of Strategic Partnerships for Family Wellbeing to build and lead our next chapter of impact in child welfare sector transformation.

Foster America is embracing a deeply place-based approach to transformational change. This means partnering with change-ready jurisdictions in multi-year engagements, beginning with a
discovery phase to understand the local context and identify opportunities to support community-led, family well-being initiatives. Based on identified opportunities, Foster America will launch a place-based engagement and provide support including embedded fellows, technical assistance, and outside expertise to assist the needs of the community. Foster America will generate and amplify innovative ideas and equitable solutions that advance well-being for all children, families, and communities and diminish child welfare system involvement. We will launch a resource exchange to connect our partner communities to share resources and learning, facilitating a broader exchange of ideas and best practices for the advancement of community-led family well-being. Finally, Foster America plans to create a high-level ecosystem to track innovation in the field, build and scale knowledge, and influence policy.

The VP will be a key voice in Foster America’s leadership team, creating and implementing strategies to advance Foster America’s mission to bring leadership and innovation to child- and family-serving systems and improve outcomes, particularly for communities most impacted by current system involvement. This is a unique opportunity for a hands-on, innovative leader to play a founding role as the organization launches a new strategic plan and embarks on a period of team and organizational growth, and expanding our impact so every child, family and community thrives.

Reporting to the Executive Director, the VP is a relational, networked leader, seeking to leverage their background as an innovator in child- and family-serving systems. With a demonstrated commitment to equity-centered program design and implementation, the VP of Strategic Partnerships for Child & Family Wellbeing has overall responsibility for our field-facing efforts, including our place-based engagements with sites interested in developing new approaches to child- and family-wellbeing; our resource exchange to develop data, finance, co-design, and equity offerings to the field; and our approaches to bringing learning and content into the wider field to support transformation.

**Key Responsibilities**

- Build deep partnerships with communities and public sector agencies on the leading edge of innovation, actively shifting current child welfare practices and resources toward
family-driven, equity-centered approaches across our discovery opportunities, engagements, resources exchange, and ecosystem.

- Cultivate and launch multiple, multi-year place-based strategic initiatives to support the transformation of public child- and family-serving systems by generating robust, well-planned, innovative scopes of work with partner sites, grounded in the real strengths, challenges, and opportunities of that place and its people, history, context.
- Lead the partnership development life cycle - identify, recruit, onboard, engage, innovate - to sustain systems change efforts. Collaborate with the Development Team to build funder interest and secure philanthropic, private, and governmental resources to support our work in sites.
- Co-design the infrastructure for a Lived Expert advisory body that centers lived expertise in Foster America’s ecosystem leadership and decision-making roles.
- Build and collaborate with a team of program leaders who drive key initiatives, successfully innovate on place-based engagements, and align across discovery opportunities and engagements to advance Foster America's mission.

**A successful first year in this role will include:**

- Collaboratively design and implement a “discovery model” that is engaging, accessible, and actionable that can be shared with a range of potential users and audiences and repeated in two sites.
- Launch our expansions into two new place-based partnerships.
- Grow a team of program leaders that embodies collaborative, entrepreneurial and innovative mindset.
- Laying the groundwork for the development, implementation and continuous improvement of our new model for impact.
- Engaging with lived experts and community leaders – and building ongoing organizational capacity for such engagement – to shape and strengthen the work toward our mission.
Who You Are

In order to fulfill these responsibilities, the ideal VP, Strategic Partnerships for Family Wellbeing candidate will have a deep commitment to social, racial, and economic justice with experience leading systems change during organizational growth and scale. They will also be/have:

- Commitment to innovation in service of Foster America’s mission of imagining a different future for children and families and public and community changemakers;
- Experience transforming systems through governmental/public sector leadership, community organizing, collective impact, and/or co-design and participatory approaches;
- Eight or more years of experience hiring, managing, and developing other leaders and growing programs and teams;
- Comfort in toggling between strategic vision-setting and the nuts and bolts of work planning, budgeting, and project management;
- Skills as a networker and organizer who can effectively build and sustain new relationships and convene diverse stakeholders, including community members, government leaders, politicians, funders, academics, and young people;
- Demonstrated experience in securing commitments – including time, resources, grants, and contracts – from governmental, philanthropic, individual, and nonprofit partners; and
- Strong equity analysis and demonstrated understanding, commitment to, prioritization of, and impact toward racial and social justice.

Benefits & Compensation

This position offers a competitive salary range of $150,000 – $175,000. Final salaries are determined based on the metrics established to assess candidate criteria throughout the interview process.

Foster America offers a comprehensive benefits package, including medical, paid vacation, paid parental leave, paid holidays, commuter benefits, participation in a retirement plan, paid sick time, and professional development opportunities. More details can be provided upon request.
Physical Requirements

This is a fully remote position. It requires prolonged periods sitting at a desk and working on a computer. When public health conditions permit, the role may include up to 30% travel.

To Apply

To apply please click HERE to submit your cover letter and resume. Applications are reviewed on a rolling basis so applying earlier may be advantageous.

The full selection process includes an application with resume and cover letter, a phone interview, an Analysis & Reflection activity discussed with Foster America’s Executive Director, and a final interview.

For additional questions about this position or to speak with someone about your interest, please contact shannon.scott@foster-america.org or sign up for a brief call here.

Foster America is an equal opportunity employer that values diversity in backgrounds and professional experience. Frequently cited statistics show that underrepresented groups apply to jobs only if they meet 100% of the qualifications. Foster America encourages you to break that statistic and apply. No one ever meets 100% of the qualifications.

We look forward to reviewing your application.