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Career Opportunity: Executive Director

California School-Age Consortium (CalSAC), a 501(c)(3) nonprofit, is looking for an Executive Director to lead the organization in building a professional network to increase access to high quality out-of-school time programs (OST) and creating a more equitable future for children and their families. We are values-driven, strategic, and poised to thrive with a leader who has the passion and skills to elevate CalSAC as a sought-after partner, respected leader, and innovator in the OST community.

About CalSAC

Our Mission

CalSAC builds professional networks that provide **training, leadership development, and advocacy** to ensure that all young people have access to high quality out-of-school time programs and to create a more equitable future for California.

Our Work

CalSAC provides equity-driven, leadership development, and advocacy throughout California. Every year, CalSAC trains and empowers thousands of adults who work in California's OST programs to strengthen their skills, deepen their impact, and advocate for policies that benefit children and families. In turn, they shape the lives of tens of thousands of young people, helping them unlock their full potential.

We reach the OST field through a collective impact structure that leverages the skills, experiences, and talents of diverse individuals and organizations across the state—including our 20-member Board of Directors, staff team of 9, and network of over 300 trainers—with a budget of \$2.5M.

Visit www.calsac.org for information about our vision, strategic direction, programs, and more.

Our Values

Our work is guided by a commitment to: **Field Building, Paying it Forward, Community, Equity, and Empowerment**. Our team members embody character traits that are reflected in how we approach our work. If you are **Caring, Agile, Inclusive, People-Driven, and Courageous**, we want to hear from you.

About the Position

CalSAC's Executive Director will lead and leverage the strengths of a passionate and collaborative staff team, partner with a committed Board of Directors, and represent the agency to partners, other key stakeholders, and the broader community. This individual must be a strategic thinker, lead with agility and humility, bring an equity and social justice lens, and have the relevant nonprofit sector experience necessary to shepherd this complex, statewide organization—already a leader in the field—to its next level of impact.

Key Areas of Responsibility

The Executive Director, reporting to CalSAC's Board of Directors, is responsible for strategic leadership as well as overall operations and administration of the organization. Key areas of responsibility include, but are not limited to:

Coalition and Relationship Building:

As a **partnership builder and advocate**, you will develop collaborative relationships and strategic alliances with OST programs and professionals, intermediaries, policymakers, and other influencers. You will also serve as a spokesperson for CalSAC to increase visibility and promote the organization's good work on behalf of the OST field and to advance a more equitable and just society.

Strategic Direction and Planning:

As a **strategic and systems thinker**, you will work with the board and staff to ensure and oversee the development and implementation of strategic plans; maintain awareness of significant developments, trends, and data in the field that may inform such plans; and manage change for a nimble, responsive organization and network.

Board and Staff Development:

As a **strength-based leader**, you will partner closely with the board and staff to support their contributions to CalSAC's organizational effectiveness. This includes recognizing and developing individuals' talents and skills, fostering a team-oriented work environment, and ensuring that there are sustainable structures in place for organizing the work necessary to carry out the mission.

Resource Development & Management:

As a **keeper of organizational health and integrity**, you will bring a high level of business acumen to ensuring that CalSAC has the resources it needs to do its work effectively, has adequate accounting controls and systems to manage funds, and complies with all legal and fiduciary requirements.

Qualifications and Experience

- At least five years in a nonprofit leadership position (executive or C-level), or equivalent experience, ideally in the OST/youth development field
- Experience engaging other nonprofits, as well as business, governmental, and philanthropic stakeholders, in collaborative and strategic partnerships
- Experience working collaboratively with a Board of Directors (or comparable governing body) to actualize the full potential of their governance to advance an organization's mission
- Experience planning, visioning, developing strategy, and successfully implementing plans using a data-driven lens
- Demonstrated success in fundraising among individuals and major donors, government and foundation funders, and corporate sponsors and partners
- Experience in public relations and community outreach; understanding of how to brand and market an organization
- Understanding of the systems of power, privilege, and oppression that impact the lives of youth, families, and communities in California
- Experience in advocacy efforts toward changing systems and policies at a statewide level is a plus, but not strictly required
- Experience in designing, developing, and implementing leadership development and/or workforce development programs is desirable, but not required

Skills and Abilities

- Commitment to CalSAC's mission, vision (see www.calsac.org/about-us), and values, including fostering an inclusive organization by promoting a culture that advances equity
- Strength-based leadership style with strong coaching and mentoring skills
- Inspirational, flexible, adaptive, humble, and a continuous learner
- Ability to find creative, entrepreneurial solutions to complex problems
- Excellent written and verbal communication; public speaking/presentation skills

How to Apply

To apply, please send resume and cover letter *with your salary expectations*, addressed to Amari Romero-Thomas, Principal Consultant at Mosaic Consulting and Coaching, at: CalSACEDSearch@gmail.com.

CalSAC is committed to fair and equitable compensation practices. Salary and benefits for this position are competitive and commensurate with experience. The salary range is \$120-135K and is negotiable, and benefits include a fully-paid health plan, generous PTO, and sabbatical leave. CalSAC is an equal opportunity employer and encourages women, people of color, immigrants, LGBTQ persons, and persons with disabilities to apply.