



# Lead Transformative Change in Washington's Early Learning Landscape

JOB OPPORTUNITY

## Chief Executive Officer

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### Location

Tacoma, WA

### Posting Date

Thursday, May 1  
Applications submitted by Thursday June 5, 2025 will be given full consideration. Applications will be reviewed as they are submitted; early applications are strongly encouraged. Interviewing is anticipated to begin in June.

### Hiring Range

\$180,000 - \$220,000

[Child Care Aware of Washington](#) seeks a visionary leader to serve as our next Chief Executive Officer at a pivotal moment for early learning in our state. This exceptional opportunity will allow you to champion equitable access to quality child care while leading a \$36.6 million organization with statewide impact. As CEO, you will leverage your expertise in and experience with Washington state's early learning landscape to galvanize our regional partners, dedicated staff, and key stakeholders to elevate essential early learning programs. This leadership role is a unique chance to orchestrate transformative policies, reinvent statewide systems, and boldly champion racial equity in early care and education, leaving an indelible mark on the development and wellbeing of countless children in Washington state for generations to come. If you're a strategic thinker with deep knowledge of Washington's early learning ecosystem and a passionate commitment to racial equity, we invite you to bring your talents to an organization that has been at the forefront of early care and education for over 35 years.

# Organizational Overview

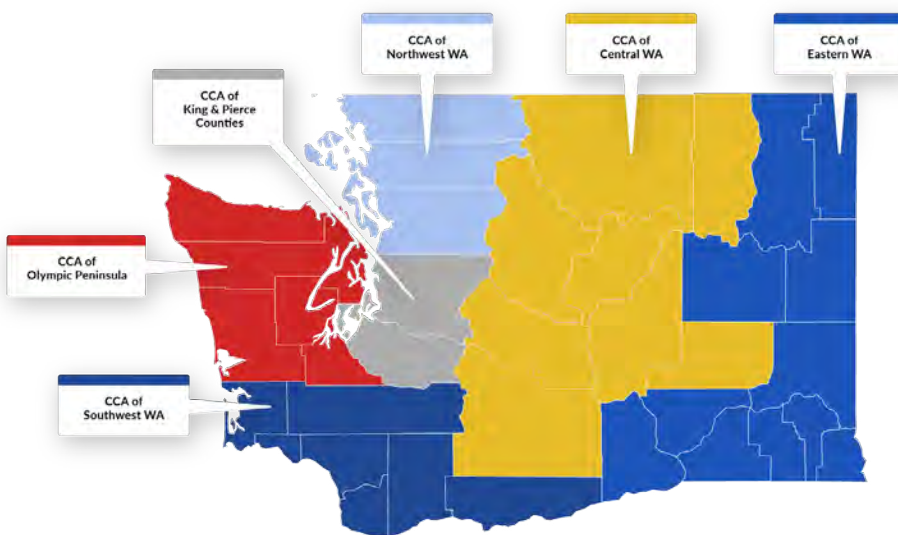
## Child Care Aware of Washington

(CCA of WA) has been our state's most thorough and accessible source of information and support in early care and education for over 35 years.

Our mission is clear: we work alongside families, child care providers, informal caregivers, and communities to meet the diverse and specialized learning needs of every child in our state. We use data and storytelling to influence policymakers, system leaders, and partners to ensure every child in Washington has equitable access to quality learning experiences.

With an annual budget of **\$36.6M** and a team of **31 dedicated staff members**, CCA of WA works with six regional partner agencies to deliver vital services around the state through a shared leadership and implementation model. These services include:

- Comprehensive child care referrals for families seeking quality care
- Coaching and training services for child care providers across Washington state
- Scholarships for child care providers pursuing educational advancement



- Mental health consultation services for child care programs
- Data collection and analysis to inform policy decisions
- Advocacy for child care issues with policymakers

Today's political landscape simultaneously presents urgent challenges and key opportunities to ensure high quality early childhood education in Washington. The next CEO will navigate this dynamic environment while marshaling the power of our statewide early learning partners to ensure that equity remains central to our work and that all children have access to the quality care they deserve.



# Commitment to Equity

Racism harms all children, mostly and inequitably children of color, particularly Black and Indigenous children. Child Care Aware of Washington stands with, and supports, all families of color who encounter the long-lingering impacts of racism and all families who oppose white supremacy in all its forms. As an organization, we envision a world where children and families, especially those who are marginalized, discriminated against, or otherwise ostracized because of systemic racism, have access to equitable, quality child care and early learning programs that lead families to thrive economically while closing the opportunity gap.



Child Care Aware of Washington commits to be intentional in examining our organization, and our work, reflecting on the ways we contribute to systemic racism and how we must change to end racism. In addition, we commit to seek feedback and learn from families, child care providers, informal caregivers, our partners and stakeholders. We will share what we learn and how we intend to respond with those we serve — and commit to be held accountable for our progress or lack thereof. We know that this work is iterative, long-term without an end date. We will consistently invite the communities we serve to provide input and share their perspectives to inform our work.



# Shaping the Future of Early Learning in Washington

This role offers the opportunity to lead transformative change at a pivotal moment for early learning in Washington state. You will balance the complex external demands unique to this position with the need to support strong internal leadership, as you guide our organization in creating an accessible, high-quality early learning system for all of Washington's children and families. Your key priorities will be:

## Strategic Vision & Partnerships

You will serve as a powerful external champion for child care issues in Washington's complex political landscape, using data and storytelling to influence policymakers and system leaders. Your responsibilities will include:

- Leading a compelling roadmap for Child Care Aware of Washington that centers equitable early learning and resonates with stakeholders statewide
- Building strategic relationships with policymakers, coalition partners, and communities directly impacted by our work
- Collaborating with the Member Council and other system leaders to ensure that a well-supported system of child care providers can serve their communities' needs effectively
- Representing CCA of WA in various forums and networks to advance policies that support early care and education

## Sustainable Resource Development

You will ensure CCA of WA's operational and financial sustainability while driving strategic revenue diversification aligned with our mission. Your responsibilities will include:

- Oversight of our \$36.6 million annual budget, including complex state contracts and grant requirements
- Leading fundraising activities focused on securing foundation support, corporate partnerships, and new revenue streams
- Making strategic decisions about funding opportunities that align with organizational priorities
- Ensuring compliance with legal, regulatory, and contractual obligations

## Organizational Leadership & Culture

You will guide our dedicated team while strengthening internal alignment and cohesion toward shared goals. In this role, you will:

- Manage and mentor a leadership team of six senior staff members within their areas of deep expertise, to empower their leadership of teams and strategy
- Work in close partnership with our Board of Trustees to advance the organization's mission and vision
- Support Board growth by identifying key content and geographic representation gaps
- Foster a collaborative and cohesive workplace culture that embodies our commitment to equity, diversity, and inclusion
- Support the continued evolution of our racial equity work, ensuring it remains central to all aspects of our operations and programs





# The Leader We Seek

We are seeking a visionary and strategic early learning leader who can navigate complex systems while building authentic relationships across Washington's diverse communities. Our ideal leader will bring experience and strengths in these key areas:

## Washington state early learning expertise

You have significant experience with our state's early learning ecosystem and its complex layers of state agencies, policymakers, providers, and families. You understand Washington's policy landscape, including political context and levers for change.

## Compelling advocacy skills

You understand the vital importance of high-quality, accessible child care and know how to make a persuasive case for support. Your storytelling skills have inspired action, and you lead with calm and confidence while demonstrating adaptability through challenges.

## Relationship-building across differences

You have built deep trust and authentic relationships across diverse stakeholder groups by listening deeply, sharing power, and collaborating effectively with families, providers, funders, policymakers, and partners from diverse backgrounds.

## Senior nonprofit leadership experience

You have led vision and strategy as a nonprofit CEO or senior-level leader, developing practical strategies that maximize impact within available resources. You have partnered effectively with Boards and make decisions with integrity and transparent communication, collaborating authentically to make sound decisions through an inclusive process. You have managed staff leadership in a manner that fosters an effective and cohesive workplace where each person feels supported in doing their best work.

## Commitment to racial equity

You have a demonstrated track record of advancing racial equity both internally within organizations and externally through partnerships and programs. You center those most impacted in decision-making and understand the inequities facing children and families in communities of color.

## Organizational administration

You bring experience with organizational development, administering complex public contracts, and familiarity with long-term revenue planning and strategy to diversify sustainable funding streams. You have overseen a large multimillion-dollar budget.



Our ideal candidate leads with self-awareness, humility, and a collaborative approach, fostering a cohesive, mission-driven workplace culture that embraces change and growth. You embody our commitment to an equitable early learning system for all of Washington's children and families.

# Compensation and Benefits

This is a full-time salaried position based in Tacoma, WA, with flexible and remote work arrangements available. Occasional travel throughout the state of Washington and to conferences nationally is expected. The hiring range is **\$180,000 - \$220,000**, depending on qualifications and experience.

Child Care Aware of Washington offers a comprehensive benefits package to its employees, including:

- ~20 days of paid time off per year, increasing with tenure, with additional coverage for extended leave
- Medical, dental, and vision insurance for employee
- Flexible spending, life, and other supplemental insurance also available
- 403b with variable annual match based on budget allowances

Other benefits include life insurance, long-term disability, employee assistance program, and health club membership reimbursement.



## How to Apply

Apply here:

<https://cloversearchworks.hire.trakstar.com/jobs/fk0pliw>

Online applications only; please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience, interests, and values are a fit with CCA of WA's goals, mission, and vision for the future as described in this announcement.

**Applications received by June 5 will be given full consideration; early applications are strongly encouraged!** All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; phone and in-person interviewing is anticipated to begin in June. We invite you to share your access needs to ensure an inclusive process.

Questions regarding this opportunity are welcomed and can be directed to:

**José Leonor**

[jose@cloversearchworks.com](mailto:jose@cloversearchworks.com)



Clover Search Works facilitates leadership searches for nonprofit organizations whose missions strengthen communities. Clover is honored to be partnering with Child Care Aware of Washington in this search.