



## JOB ANNOUNCEMENT<sup>1</sup>

### Director, Early Childhood Equity Initiatives Policy Equity Group, LLC Washington, DC

#### Overview:

The Policy Equity Group works with socially conscious organizations that are dedicated to improving the lives of young children that the country's systems are currently failing. We work to improve outcomes by:

- Supporting the development of practice-informed early childhood systems;
- Building bridges between policymakers and stakeholders to elevate the voice and lived experience of those most impacted by systems;
- Telling the stories of need and success;
- Engaging in advocacy and providing advocacy coaching.

The team is uniquely skilled at leveraging existing federal and state policy opportunities for the benefit of early care and education providers, children, and families. We think big and look for upstream solutions to the systemic problems that affect the well-being of our youngest children and their caregivers.

#### Expected Competencies:

We are seeking a dynamic and highly motivated individual who has:

***Early childhood knowledge and experience:*** You have substantive expertise in early childhood development, learning, and health and can provide high-impact, tailored technical assistance and group facilitation to early childhood stakeholders.

***An effective and efficient work approach:*** You are skilled at prioritizing so that you can focus on each project with clarity, while maintaining flexibility to meet client needs. You also excel at communicating through multiple modalities (e.g., presentations, writing, dialogue), elevating early childhood priorities to diverse audiences.

***The ability to serve as a senior learning partner:*** You have the capacity to partner with team members using a coaching and mentoring approach to support our collective mission and the individualized professional development of your colleagues.

***A commitment to equity.*** You can describe your personal and professional racial equity journey related to dismantling racism and other forms of oppression. You are skilled at lifting up the power and promise of marginalized groups versus focusing on the problems and pathologies put upon them by dominant society.

---

<sup>1</sup> Portions of this job announcement were adapted from Johnson, K. M. (2021). How to be an antiracist supervisor: Start with changing what you call yourself. *Non-Profit Quarterly*.



These competencies are most likely demonstrated by someone with a master's degree or Ph.D. in early childhood or public health, though we recognize that lived and work experiences are also viable paths for obtaining these competencies.

**Responsibilities:**

- Work closely with senior staff to facilitate a national community of practice of early childhood and food systems organizations seeking to promote farm-to-early care and education models;
- Conduct research and write briefing papers related to major federal early childhood initiatives such as the American Rescue Plan Act;
- Manage projects to ensure that they are impactful, meet partners' needs, and move the needle on child outcomes;
- Manage relationships with key partners and provide on-demand technical assistance;
- Plan large meetings, facilitate stakeholder convenings, and coordinate events for external audiences;
- Communicate regularly with leadership and staff working remotely to ensure projects are on track.

Only those major job duties necessary for proper candidate evaluation have been included. Other duties may be assigned as necessary.

**Workplace Flexibility and Expected Travel Post-Pandemic:**

- We provide the tools and technology to support you so that you can work from anywhere. If you are in the DC area, we will gradually be reopening our office for in-person work in accordance with national guidance and the comfort of our employees.
- Work-related travel is approximately 25 percent so that you can maintain a schedule that best supports your ability to manage your work and your personal life.

**Salary and Benefits:**

Competitive and commensurate with skills and work experience. The well-being of our team members is paramount, and we strive to support all employees' mental, emotional, and physical health.

**Equal Opportunity:**

The Policy Equity Group, LLC works within a community of skilled and committed people who bring to their work a range of experiences. We are committed to Equal Employment Opportunity without regard for race, ethnicity, gender, veteran status, disability, sexual orientation, gender identity or any other protected status under applicable law.

The Policy Equity Group, LLC is a drug-free workplace.

Please send your cover letter, resume, [your core story](#), and salary requirements to [Info@PolicyEquity.com](mailto:Info@PolicyEquity.com).