



## **Position Title: Chief of Strategy**

### **About Children First**

Children First (formerly Public Citizens for Children & Youth, PCCY) is a private nonprofit organization dedicated to improving the lives and chances of children through thoughtful and informed advocacy. Children First is a fast-paced child advocacy organization that uses research, people power, and coalition building to create the momentum for reform of public policies that enable more children to grow up healthy, well-educated, and ready to take the reins of their communities.

### **Position Summary**

The Chief of Strategy (CoS) is a senior leadership role that serves as strategic backbone of Children First advocacy efforts. Reporting directly to the Executive Director, the Chief of Strategy drives organizational effectiveness of our policy agenda by aligning our talented staff, policy priorities, and processes across all departments, all while enabling the Executive Director and senior leadership team to work at the highest level of impact.

This is a role for a seasoned, mission-driven leader who combines the strategic political instincts of a senior adviser with the operational discipline of a strong manager. The Chief of Strategy will be the connective tissue of the organization: facilitating cross-departmental collaboration, stewarding the execution of the strategic plan, and ensuring that the day-to-day advocacy work of Children First is coordinated, coherent, and effective.

### **Key Duties:**

- Serve as a trusted adviser and thought partner to the Executive Director, helping shape advocacy and political strategy and translating policy priorities into actionable plans.
- Supervise strategic operations and policy staff in implementing the activities associated with supporting the policy agenda of Children First.
- Facilitate biweekly leadership meetings with policy directors and the Executive Director, developing agendas, synthesizing key decisions, and tracking follow-through.
- Lead monthly cross-departmental strategy sessions that integrate policy, research, legislative, and mobilization priorities into a unified organizational agenda.
- Assist in the development, implementation, and ongoing refinement of Children First's strategic plan, in partnership with the Board of Directors, senior staff, and external consultants.
- Partner with the Deputy Director of Operations to develop and implement organization-wide policies that streamline processes, improve efficiency, and support effective advocacy strategies.

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- Coordinate scheduling and policymaker engagement across departments, reducing duplication of effort and ensuring cohesive external relations.
- Coordinate agency wide communications calendars, improving integration of e-blasts and commentary into advocacy strategy broadly, in collaboration with the Communications Director.
- Utilize policy knowledge across a range of issues, to develop strategies that foster cross-team collaboration in advocacy campaigns and ensure staff are working in concert toward shared goals.
- In partnership with the Executive Director, policy directors, and Communications Director, develop and execute strategies for the effective rollout and dissemination of research and policy products.
- Create and lead coalitions to advocate for Children First's policy goals; support management of existing coalitions.
- Coordinate city and state mobilization efforts across departments, integrating parent and youth advocates into legislative and budget-season campaigns.
- Provide substantive input into grant proposals and reports in partnership with the Grants Officer and policy directors; ensure timely and high-quality delivery to funders.
- Represent Children First in stakeholder and coalition settings as appropriate, supporting the Executive Director in maintaining key external relationships.

### **Competencies:**

Strategic Agility - Ability to see the big picture and develop strategy and aligned tactics to achieve outcomes. Ability to critically assess a situation, information, etc., and (re)calibrate strategy accordingly.

Advocacy Knowledge - Professional experience understanding and advancing legislative goals and leading coalitions, including the ability to develop strategies and tactics that persuade legislators and elected officials, and the ability to organize, mobilize, and facilitate widespread community participation.

Drive for Results - Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very outcome focused; steadfastly pushes self and others for results.

Supervision/Management - Managing and supervising a team with a spirit of collaboration and empowerment to help achieve team goals.

Stakeholder Relationship Management Skills - Ability to cultivate, manage, and grow relationships with diverse policymaker, parent/caregiver, and other networks and coalitions.

Problem Solving - Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.

Political Savvy - Can maneuver through complex political situations effectively and quietly; is sensitive to how people and organizations function; anticipates where political hazards are and plans their approach accordingly; views politics as a necessary part of organizational life and works to adjust to that reality.

Advanced Communication Skills - Exceptional written and verbal communication skills, with the ability to communicate policy issues and priorities, relevant data, etc., clearly and persuasively.

Technological Proficiency - Facility with Excel and Word, web-based research, social media platforms.

**Qualifications, Education, Experience and Skills:**

- Knowledge of how federal, state, and local policies impact the wellbeing of children and families
- Understanding of how to move legislation through state and local processes
- History of leadership integrating tactics like constituent mobilization, strategic communication plans, activating c3 allowable electoral efforts, and supporting the deployment of research products that augment advocacy.
- At least 15 years of combined political and advocacy experience
- At least 10 years management experience with supervisory responsibilities
- Advanced project management experience
- Competency in conflict management
- Ability to work independently and with others in a hybrid work environment
- Works well under pressure while prioritizing and managing multiple projects
- Detail oriented with the ability to collect, interpret, and simplify large datasets
- Very strong written and oral communication skills
- Ability to travel to communities across the region - must have driver's license and access to a reliable vehicle
- Proficient in excel, word, google and social media platforms

**Location:** Candidates should be local to the Philadelphia, Pennsylvania area or willing to relocate. This is a hybrid position requiring at least two days in the office and additional days as needed.

**Reports To:** Executive Director

**Salary:** \$175,000 with generous benefits, including PTO, sick leave, paid family leave, and employer-covered health insurance for employee and children.

**Apply:** Resume and cover letter to [info@childrenfirstpa.org](mailto:info@childrenfirstpa.org)