



**Go Kids, Inc.
Chief Operating Officer
Gilroy, California**

Due to extraordinary growth of 80% over the last few years, we are excited about adding to our Executive Team. The newly created Chief Operating Officer will oversee the day to day management and supervision of all our programs and special projects. This opportunity is ripe for someone with executive level experience who wants to join a highly regarded and respected nonprofit serving the Santa Clara, San Benito, Monterey and Santa Cruz Counties.

About Go Kids, Inc.

In partnership with families, we believe in the uniqueness of each child and through active exploration initiated by both the child and teacher, a child is able to understand his/her world, develop independence, and learn to make choices and express creativity.

The agency was established in 1975 when it was awarded a grant from the city of Morgan Hill to provide early childhood education training services to unemployed women from low-income backgrounds. Since its incorporation as a nonprofit agency in 1978, the agency budget and service area has continued to grow. Go Kids now provides services in Santa Clara, San Benito, Monterey, and Santa Cruz counties. We have a long history of a diverse funding base that has included financial support from the California Department of Education, San Benito County United Way, Santa Clara County, City of San Jose, Santa Clara County First 5, San Benito County First 5, Monterey County First 5, Santa Cruz County First 5, the John S. and James L. Knight Foundation and the Packard Foundation. Our budget is \$20 million.

In 2015, Go Kids acquired Estrella Family Services creating a most welcome opportunity to add four long established child care centers and 33 professional early education staff to the high-quality services of Go Kids. The addition of Estrella Family Services also gave Go Kids a prominent presence in San Jose. Total staff now is 135.

Our culture includes the values of passion, respect, integrity, quality and a sense of humor.

For more information about Go Kids, Inc., please visit www.gokids.org.



Vision Statement

We envision communities where every child has the support they need to reach their potential.

Mission Statement

We enhance the lives of children and families through the delivery of comprehensive child development services and community involvement.

Key Areas of Responsibilities

Leadership & Management

- Directs and supervises Program Directors for Center-based Early Care Services, Family Child Care Education Network, Special Projects and the Education Coordinator.
- Serves on the Executive Staff and participates in the planning of business objectives, development/update of organizational policies and procedures, agency strategic planning and establishing accountability for attaining objectives.
- Monitors agency contracts to maximize services for families and children served by the agency.
- Collaborates with the CFO and HR Director to develop and update administrative policies and procedures.
- Oversees community partnerships and collaborations.
- Participates in the Child Care Planning Council for Santa Clara County and oversees staff who attend the other three county Child Care Planning Councils.

Program Management:

- Assesses Child Development program operations with the Desired Results system and support of the Education Coordinator.
- Responsible for the coordination and development of new centers and closure of facilities as needed.
- Reviews contract status with Center-based Program Directors and Family Child Care Director.
- Complete Self-Study for the annual refunding application for California Department of Education contracts.
- Ensures adherence to all federal, state and county mandates regarding Community Care Licensing Title XXII, Title V of California Education Code as well as all Go Kids, Inc. policies and procedures.



Finance/Human Resources

- Assists with the development of the Go Kids, Inc. annual budget.
- Collaborates with Family Services Manager of Eligibility Unit to forecast enrollment.
- Oversees hiring, performance evaluations and disciplinary actions for the program staff.

Qualifications and Experience

- 7-10 years of **Executive** experience in complex and heavily regulated environments.
- Experience in early care, child care or other nonprofit organization is highly desirable.
- Deep understanding of governmental funding streams and requirements.
- Excellent communicator both in writing and public speaking.
- Strong leader of teams and individuals with special emphasis on development of staff.
- A passion for working with children and their families.
- A solid knowledge of accounting, budgeting, financial management, and key performance measures.
- Master's degree in a related field or equivalent work experience with Child Development Programs.
- Must be able to pass a fingerprint and criminal clearance.
- Verbal Spanish language proficiency desirable.
- Commission on Teacher Credentialing Program Director permit desired.
- Valid California Driver's License.

Salary and benefits competitive and commensurate with experience. Salary range is negotiable. Relocation costs will be considered for an exemplary candidate. Go Kids, Inc. is an equal opportunity employer. People of color, immigrants, women, LGBTQ persons, and persons with disabilities are encouraged to seek employment.

To apply, please send resume and **salary expectations** in your cover letter to Amari Romero-Thomas, Principal Consultant at Mosaic Consulting and Coaching using this email – GoKidsCOOsearch@gmail.com. **Priority consideration will be given to documents received by April 6, 2018.**