

Chief Program Officer
Partnership with Children
New York, New York

ORGANIZATIONAL OVERVIEW

Founded in 1908, Partnership with Children (PwC) has a long and venerable history of serving New York City's children and is now one of the city's most respected organizations providing multi-tiered student support services, trauma-informed care, and social-emotional supports in underserved schools. PwC's program builds a foundation for lifelong social and emotional wellness through a unique combination of student and school-level supports so that students can learn and thrive.

Thirty years ago, PwC became one of the first nonprofit agencies to embed specially-trained social workers in schools to address the mental and behavioral health challenges faced by children growing up in financial poverty. Since then, the organization has become one of the biggest providers of social work services and community school programs for the New York City Department of Education, working systemically within schools with a trauma-informed lens to ensure they are safe, successful, and conducive to learning. At every stage in its history, PwC has been a leader in its field and remains committed to a program fully grounded in effective social work practice.

Today, PwC recruits, trains, and provides clinical supervision for staff placed full-time in 30 schools across all five boroughs of New York City, serving over 11,000 students, almost all of whom meet the requirements for federal reduced or free lunch. PwC's Masters-level social workers provide a range of services in schools: individual and small group counseling, family outreach and case management, full classroom and school-wide services (e.g. attendance improvement programs and restorative practices), and targeted professional development for school staff and faculty (e.g. trauma-informed care). About half of PwC's schools are full-service community schools where PwC staff partner with principals to provide not only mental health services, but also a deeper level of student support and enrichment, family supports, and parent/community engagement. Finally, PwC recently received funding to create a service delivery model that enables charter schools to better serve more children growing up in financial poverty.

The PwC program increases student attendance and on-task behavior; improves teachers' classroom management skills; empowers families to support and advocate for their children's education; and contributes to vibrant community schools. Given this success, PwC is recognized by the New York City Department of Education as a leading agency for providing social and emotional supports and counseling services for high-risk students; for effectively working with schools in crisis; for implementing restorative practices; and for overseeing community school programming. PwC also partners with the United Way of New York City, the Robin Hood Foundation (as one of the biggest grantees in its education portfolio), the Walton Foundation, and several other private funders.

The organization has grown rapidly over the last 6 years to a budget of \$12 million and has systematically built a strong infrastructure, a talented team, a more specialized staff, and a strong board. In addition, over the past several years, PwC has invested significant resources in building a strong organizational culture and introducing sweeping Diversity, Equity, and Inclusion (DEI) initiatives.

For more information on Partnership with Children, please visit www.partnershipwithchildren.org.

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Partnership with Children is committed to building a diverse and inclusive organization and addressing issues of equity within our own organization as well as in the other systems we interact with. Partnership with Children welcomes diversity in all its forms and believes that its mission can only be achieved when diversity is leveraged across all areas, including race, gender, gender expression, age, nationality and life experience. Partnership with Children is building a diverse and inclusive team and strongly encourages applications from individuals of all backgrounds. Partnership with Children provides equal opportunity for all applicants and employees.

POSITION SUMMARY

The Chief Program Officer will provide leadership for a team of 80+ full-time staff and many part-time staff, and oversight of all aspects of PwC's programs, with a priority on team-building, talent development, and relationship-building. Building on the strong work of the current CPO, the incoming leader will continue to strengthen and refine the existing program model, with particular attention to applying a racial justice or racial equity approach to inform ongoing development; provide skilled leadership and clinical guidance to the team; and lead the exploration of new programmatic opportunities.

The Chief Program Officer reports to the CEO/Executive Director, serves as a key member of an executive team of five, and collaborates closely with other organizational leaders, including the talent, data, finance, and development teams. The position is based in PwC's main office in lower Manhattan near City Hall, overseeing staff in schools across the city. This role provides an extraordinary opportunity for a talented leader to shape and develop programs and work with a passionate and committed team, in an organization with a strong program, an excellent reputation, a committed board of directors, and a history of successful fundraising. The board and staff leadership see this role as a key position at a time of great opportunity.

The ideal candidate has experience managing large programs and teams, in a school-based setting or other complex or multi-site organizational structure in which they have needed to engage a wide range of stakeholders and to support program staff doing very difficult work. They will also bring deep knowledge of racial justice issues and equity in social work service delivery, as well as the ability to develop new programming and innovations to the PwC model. Above all, this is a role providing leadership, inspiration, and support to PwC's largest team, staff who are dedicated to their very difficult, critical work in schools.

Key responsibilities:

Program management and development

- Continue to build research-informed and evidence-based practices and resources for all tiers of school-based program for students, parents, teachers, and administrators. Oversee development/revision of standards of practice, and tools to manage to those standards, including ongoing codification of program materials and processes.

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- Use an anti-racism approach to strengthen and modify our existing program.
- Use clinical and program data, in collaboration with the data team, to monitor progress toward goals and manage staff accountability for reaching goals.
- Oversee our response to requests for PwC services and assessment of the feasibility and strategic value of new partnerships. Plan and develop additional program models/components; develop or pursue new public funding and/or grant opportunities in collaboration with the finance and development teams.
- Oversee fiscal management of all programs in collaboration with the finance team, including creating programmatic budgets and amending procedures to respond to changes in external fiscal policies. Hold program staff accountable for budget management.

Staff management and talent development

- Oversee a staff of over 80 full-time employees and many part-time staff. Provide direct programmatic and clinical management to a team of 6 Program and Clinical Directors, ensuring support for programmatic excellence, strong school-based partnerships, and professional growth.
- Determine best team management structure, while fostering team cohesiveness and continuous learning through an inclusive, team-based leadership approach.
- Create and leverage networks to recruit, retain, and develop a diverse program staff. Assist in the continuing development of PwC's racial equity competencies and hold staff accountable to embodying them.
- Ensure delivery of high-quality staff professional development and training for staff. Collaborate with the talent team to ensure equitable hiring processes and to implement effective performance management, support, retention, and advancement procedures.

External relationship management

- Establish and maintain strong working relationships with external stakeholders, including but not limited to, the New York City Department of Education and the New York City Department of Health and Mental Hygiene, as well as private funders.
- Serve as a partner to the Development Team in donor/foundation stewardship processes; contribute to building supporters' understanding of our work and impact. Champion program staff contributions to development and fundraising efforts.

QUALIFICATIONS

While no one candidate will possess every quality outlined for this position, the successful candidate will fit many of the following professional qualifications and personal attributes:

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- Experienced leader in nonprofit or social service settings, with success leading large numbers of staff members and large-scale programs, working across multi-site or other complex organizational structures with a range of stakeholders.
- Exceptional managerial and staff development experience, with an inclusive leadership style, skill in giving and receiving feedback, the ability to hold staff accountable and drive continuous improvement, and experience in change management; and at least 4 years of experience supervising Manager/Director-level staff.
- Licensed LMSW or LCSW (or its equivalent) with strong clinical experience.
- Experience with schools as a setting for social work programs, with a demonstrated understanding of high-need communities and the social service, educational, and behavioral health issues that impact students and their families; of public school settings; and of social work delivery in a multi-disciplinary setting.
- Proven track record of developing and managing high quality programs, program models, tools, and resources to increase program efficacy, and of leveraging data to drive continuous learning and program improvement.
- Experience applying a racial justice and equity lens to social work service delivery and public education systems as well as to building and leading staff teams and management structures.
- Strong communication, negotiation, and conflict resolution skills, especially when working across differences, with demonstrated ability to form and maintain strong collaborative partnerships and to build consensus with colleagues, principals, and other strategic stakeholders.
- Commitment to focusing on the best interests of children and personal alignment to PwC's organizational values: Collaboration, Continuous Learning, Going to Solution, Equity & Inclusion, and Passion.
- Ability to thrive in a high autonomy/high accountability environment, and to adapt to changing circumstances, working flexibly in order to handle multiple priorities.

COMPENSATION & BENEFITS

Partnership with Children offers a competitive salary and benefits, commensurate with experience and skills.

CONTACT

Partnership With Children has engaged Koya Leadership Partners to help in this hire. Please submit a cover letter and resume, addressed to Cassie Scarano and Kirstin Griffiths, [here](#).

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Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information, visit www.koyapartners.com.