



Para Los Niños

Job Announcement

Executive Director, Para Los Niños

Mission of Para Los Niños

Para Los Niños (For The Children) educates and organizes South King County Latino families to transform our communities and schools to create academic and life success for every Latino student. From birth to higher education, we support and empower Latino families to succeed through literacy, summer enrichment, and parent leadership programs. Led by and for Latino parents, PLN serves as experts in our community's needs, challenges, and strengths.

About PLN

PLN was founded by Latino immigrant parents in 2003 as a proactive response to problems we faced in the public education system. Most of us did not speak English, understand how the education system worked, or know our rights as parents. We decided that for our kids to succeed, we needed to educate ourselves to become active participants and strong advocates for our children's education. PLN has grown into a thriving community organization that is highly trusted by the communities we serve. All our staff are Latino educators who combined have more than 50 years' experience as teachers, facilitators, and community advocates. We believe that all Latino children are capable of excellence and we can achieve that goal by building culturally relevant programs upon a foundation of love and respect, supported by a community leadership model that recognizes the talents and skills each person contributes. We have found the more deeply we invest in Latino families early on, the more impact our work has on a community level and the stronger foundation children build for future academic, social, and emotional wellbeing over the long term.

PLN programming is designed to support parents in holistic learning that establishes their competence and confidence as their children's first teachers. This model reinforces a core value of our community and PLN: support the whole Latino family to grow together and don't leave anyone behind. Staff have strong respect for our families and build authentic connection with them by listening well, responding to their needs, and providing them with opportunities to put their talents and skills at work in service of community growth. The families we work with have a hand in shaping our programming, keeping us relevant to community needs. We create workshops based on the requests made by parents; from parenting skills, immigration support, relational development, housing rights workshops, to trauma-informed therapists. Staff bring their skills and experience to work in service of their own community, creating avenues that would not be possible with even the most well-meaning outsiders.

The strong wave of anti-immigrant sentiment targeting Latinos in the US and resulting deportations and family separations are significantly impacting PLN families. Many report they are afraid to speak out or reach out for resources, which means that as a

community we need each other now more than ever. The families we serve are beautiful, brilliant, and extraordinarily skilled at making ends meet in the midst of enormous challenge. As a community, we genuinely care for each other and are hungry to learn how to best support our kids and each other in times of crisis. PLN meets that need.

Para Los Niños works for the success of Latino students and families in the Highline School District through four core programs that encompass: early learning and kindergarten readiness; literacy and other academic skills; access to higher education; and parent support, education, and empowerment. Aprendamos Juntos (Learning Together) is an after-school program that improves the academic performance of low-income Latino children while simultaneously supporting parents to build English literacy and develop leadership skills to advocate for their children's education. Parents build an understanding of child development milestones, early learning goals, community resources, and educational systems to help them forge a path for the academic and life success our Latino children so well deserve. Descubriendo Nuestra Cultura (Discovering Our Culture) and Around the World are culturally-aligned summer education programs for low-income Latino children. Our Parents Leadership Academy is a year-long investment in the leadership development, confidence, skills, and civic engagement of Latino parents, 80% of whom are women.

About the Position

The new Executive Director will be at the helm of a strong, financially stable organization with a committed board, talented staff, and a 16-year history of creating educational opportunities for Latino and immigrant students and raising up the voices of parents to shape the schools and their community. The Executive Director will lead a dynamic team of staff and community members, be responsible for an annual budget of over \$600,000, and drive Para Los Niños strategic goals. The Executive Director will report to the Board of Directors.

Major responsibilities

- Develop and implement the PLN's strategic plan; including the planning and evaluation process, meeting annual goals, supervision of staff and fundraising.
- With the support of the Board, lead the vision and mission of PLN.
- Build and maintain relationships with key partners, allies, and funders
- Develop staff and leadership to give voice to immigrant parents about the core issues that shape the schools and communities that they reside in.
- Raise and manage an annual budget. Sustain the development and implementation of a grants and fundraising program for PLN.
- Support the Board of Directors, including their role in financial oversight, governance, compliance, and implementation of the organization's mission
- Oversee the development of management systems, including personnel administration, program development and implementation, and fiscal management.

- Lead and participate in the recruitment, hiring, and supervision of staff members and contractors
- Oversee the building and expansion of the leadership development, civic engagement, and youth programs for high school students

Minimum Qualifications

A minimum of 3 years' experience in the following:

- History of commitment to building community voice and impact, with a strong emphasis on centering immigrants, families, and youth
- Strong written and verbal skills in both Spanish and English
- History of work in collaboration with schools and community partners to enhance the education of students and creating access to educational opportunities
- Demonstrated ability to raise funds in a variety of areas, including grant writing, foundation fundraising, grassroots and event fundraising, government contracts, and donor development
- Demonstrated ability to direct, motivate, train, manage, supervise, and develop a diverse group of people for leadership positions, including staff, community and board members
- Strong understanding of and demonstrated experience in developing and implementing fiscal policies, systems, and budgets
- Ability to communicate meaningful financial information and analysis to the board of directors
- Ability to work under pressure and on deadline

Preferred Qualifications

- Shared lived experiences with the community
- Knowledge of South King County and Burien landscapes
- Experience handling budgets of at least \$600,000
- Supervisory experience in grassroots or non-for-profit environments
- Experience being a spokesperson for an organization

Salary range \$ 50-70,000 depending on experience,
Generous benefits include health care, dental and vision (including dependent coverage),
401(k) pension plan, and paid holiday, vacation and sick leave.

PLN is an aggressive affirmative action employer. People of color, women, immigrants, people with disabilities, people of any sexual orientation or gender identity, and people with low-income backgrounds are strongly encouraged to apply.

Please submit cover letter and resume to jobs@plnwa.org. Review of applications will begin on December 15th. Opened until filled.