

April 2024

Texas Alliance of Child and Family Services – CEO Job Posting

About the Organization

TACFS is Texas' leading network of mission-driven organizations that have embraced the call to serve vulnerable children, youth, and families in their communities. TACFS members across Texas work to prevent and address child trauma through services including prevention and early intervention, family preservation, residential/foster care services, adoption, postadoption, youth and young adult transition services, mental health, education, CSEY, and other programs designed to promote safety and reduce risk for children, youth, and families.

Our mission is to work collectively to support and strengthen children, youth, and families in communities across Texas. TACFS' vision is to build a vibrant, strong, and unified network of child, youth and family serving community providers providing high quality services across Texas.

We achieve this mission through research and education, collaboration, and advocacy. And TACFS is supported by the Texas Center for Child & Family Studies, a 501(c)(3) (The Center). The Center is focused on providing all Texas child, youth and family serving agencies with the information, training, consultation and more that they need to provide high-quality services in their communities. The Center stays on the forefront of innovation and best practices while using data and research to stay ahead of emerging trends and needs. The Center works with providers and partners to take on the most pressing issues facing the full continuum of care and services within the child and family well-being system.

As an almost 50-year-old organization, TACFS has evolved in response to the dynamic nature of the work we do. Our overall strategic aim is to support our members so they can do what they do best – serve and care for children, youth, and families across the full continuum. And we strive to support the overall child, youth and family serving system, including national and state partners. TACFS is committed to initiatives promoting the growth and sustainability of many community-based organizations.

More information about TACFS and the Center can be found online at www.tacfs.org.

Position Overview

TACFS is looking for a dynamic and mission-driven Chief Executive Officer (CEO) who will work with a highly skilled, committed staff and Boards to successfully oversee TACFS and the Center's overall operations and achievement of our mission. This position is regarded and respected as the leader of the State's providers and will be comfortable representing the needs, successes and voice of child and family well-being providers across the State. The incoming CEO will be expected to advance the mission, continue the growth and stability of this thriving organization, execute an array of organizational priorities, and will carry-on and fully realize an exciting vision for TACFS. As the child

welfare system in Texas shifts rapidly, this position and the organization it leads is called upon to drive system improvement and innovation.

Key Responsibilities

The CEO will:

- Work in close consultation with the Board of Directors to provide overall strategic leadership for TACFS and the Texas Center for Child and Family Studies
- Inspire and empower TACFS members, staff, and partners to achieve our collective mission and to drive progress in the Texas child and family well-being system
- Balance and prioritize the many different issues and requests of a large and diverse membership organization that includes both SSCC's and direct service providers, so that TACFS represents a unified voice for children and families in Texas.
- Identify and anticipate the needs of TACFS member organizations and continually look for opportunities to support and add value to members through their TACFS membership.
- Supervise a thriving team of approximately 28 full or part-time employees plus additional contract support
- Maintain and grow key, collaborative relationships including: TACFS member organizations, Texas Center for Child and Family Studies Board of Directors, State agency leadership, Texas Legislature, Child Welfare stakeholders, philanthropic organizations, national partners, and other system stakeholders
- Work closely with the TACFS service-minded leadership team to ensure efficient and effective operations of the organization.
- Continue to foster strong and meaningful relationships with TACFS members and continue to grow the TACFS membership
- Embrace research, data analysis, and other tools that will help TACFS remain a system leader and trusted resource
- Provide strategic guidance for advocacy including establishing and advancing legislative priorities, an effective advocacy plan, and keeping TACFS as a leader in public policy related to the full continuum of child, youth, and family services
- Maintain a high-performing, mission-focused, innovative, and qualified team to carry out the work of TACFS and the Center
- Represent TACFS and our members on Commissions, workgroups, and various other committees
- Continue to bring in or develop resources needed to grow our influence, support the mission and growing work of the organizations
- Host one of the nation's largest conferences for child and family serving professionals

Experience and Skills

The following experience and skills are essential for any candidate to have demonstrated in previous positions in order to be successful in the role:

- Mission-driven experience or a demonstrated passion related to TACFS's programs and scope of work

- Working knowledge of State systems, the Legislative process, child, and family services and/or other related fields and how to be influential in these settings.
- Capable of fiscal oversight of a multi-million dollar organization
- Experience growing financial resources and using those resources strategically and responsibly
- Management and retention of a dynamic organization and team with an array of expertise and backgrounds
- Must be a strategic thinker that excels at developing and advancing a vision for the organization and the system(s) for which it supports
- Demonstrated ability to prioritize a wide range of membership issues and needs into responsive action plans.
- Strong communication skills and comfort with public speaking, giving legislative testimony, and giving presentations
- Bachelor's degree is required and an advanced degree is preferred

The ideal candidate for this position will be responsible for representing our organization statewide, which will include regular **travel** as an integral part of the role. The position involves frequent interactions with state agencies and legislative bodies, particularly during legislative sessions, and requires visits to the Capitol, HHS/DFPS, among others.

We pride ourselves on creating an office environment that feels like a second home, where both staff and members can comfortably engage and collaborate. While this position has some remote flexibility, being physically present in the office has proven to be invaluable in strengthening professional relationships.

TACFS highly values our employees and aims to provide compensation and benefits commensurate with experience. TACFS is an equal opportunity employer. TACFS does not discriminate based on race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. Persons with lived experience are welcomed. All employment is decided based on qualifications, merit, and business need.

To apply: Please send a cover letter and resume to tacfsceo@gmail.com.