

Executive Director Vacancy

Redlands Christian Migrant Association (RCMA) is the largest nonsectarian early childhood education provider in Florida and is one of the nation's leading education organizations. RCMA has successfully provided services in rural, migrant and low-income populated areas throughout the state of Florida for over 50 years and currently nurtures and educates more than 7,000 children annually through comprehensive family support, early childhood education programs and charter schools, with an annual budget in excess of \$67 million. The majority of the children and families served are Latinos and we honor and advocate for multilingualism/multiculturalism as the way to address the increasingly global society in which we live.

Hired from the same rural, low income communities, our culturally competent employees prove their commitment to our work by adhering to the organization's principles of quality, opportunity, respect and compassion. Nearly 50% started their careers at RCMA and have remained with the organization as long as 40 years.

The Board of Directors is looking for our next leader - a leader with a deep passion for what we do; a leader with our common desire to succeed and continue serving the less privileged communities, while ensuring RCMA's sustainable market position and seeking ways in which to influence policies affecting children and their families.

The ideal candidate will be unquestionably committed to the RCMA mission, understand and value our organization's history and respect and build upon our existing organizational culture. To succeed, the new Executive Director will provide opportunities for staff to feel valued, have a voice and contribute to the development of overall organizational strategies that ultimately benefit the children and families we serve.

The ideal candidate will also have related nonprofit experience as well as demonstrated ability and high level skills to help us continue implementing RCMA's strategic goals.

Specific responsibilities, some in partnership with team leaders and other management team members, include:

1. identifying and leveraging existing internal leadership capacity
2. responding to changing demographics and the political landscape affecting our mission and services
3. identifying areas for programmatic and operational innovation
4. advocating on behalf of RCMA and those we serve with state/federal policymakers and key public officials
5. establishing and maintaining long-term relationships and partnerships with counterparts and key staff from like-minded entities as well as with key individuals, existing and potential donors

Requirements for the position include:

1. experience partnering with and engaging board members
2. political astuteness to effectively communicate with government agencies and legislators
3. appreciation, respect and support of racial, ethnic and gender equity
4. proven record of effective management of an organization's resources; both financial and human
5. superior written and verbal communication skills
6. experience in fund raising and with government grants

Highly desirable qualifications:

1. knowledge of basic to mid level Spanish sufficient to communicate with monolingual staff and parents

Send application, resume and letter of interest to:

Maria Quintanilla, Director of Human Resources at maria.quintanilla@rcma.org

Application may be found on RCMA's website at:

https://www.rcma.org/employment/HR4_Employment_Application.pdf

RCMA is an Equal Employment Opportunity/Affirmative Action Employer