



## Family Forward NC® Statewide Strategist

### **About the Organization**

The [North Carolina Early Childhood Foundation](#) (NCECF) is seeking a **Family Forward NC® Statewide Strategist** to lead its Family Forward NC® initiative. NCECF, established in 2013, is committed to building a strong foundation for every child in NC of lifelong health, education, and well-being, supported by a comprehensive, equitable prenatal-to-age-eight system. Through our initiatives, policy research, and communications, we promote understanding and spearhead collaboration at the local, state, public, and private level to advance policies that set children and families on a path to success.

The [Family Forward NC® initiative](#) improves children's health and well-being by supporting the development of family-friendly workplace policies in North Carolina's businesses, which in turn improves recruitment and retention. Through our Family Forward NC® Employer Certification, qualified employers are recognized for prioritizing the well-being of their employees and their families.

Family Forward NC® was launched in 2018 with the publication of the *Guide to Family Forward Workplaces*, which remains the gold standard of workplace policies. Since then, the Family Forward NC® team has directly engaged and educated more than 12,000 employers to increase access to research-based, family-friendly practices across North Carolina. Our Employer Certification program, launched in late 2022, has certified 145 employers across our state, benefitting 66,788 employees.

Through Family Forward NC®, local Chambers of Commerce, small business organizations, economic development agencies, and the NC Department of Commerce now recognize the important role that family-friendly workplaces play in our state's economic competitiveness. Additionally, Family Forward NC® licenses its materials to out-of-state organizations for their own local use.

### **About the Role**

The Strategist will inherit a legacy of success and be tasked with leading and growing the initiative, including the certification program, through new and existing strategies. This role will focus on expanding strategic partnerships, supported by the Family Forward NC®'s Employer Relations Specialist and work with NCECF's Communications Manager to develop and launch a marketing campaign.

The Family Forward NC® Strategist will report to NCECF's Executive Director and supervise the Employer Relations Specialist. The Strategist plays a key role in the Foundation's effort to build its brand identity through outreach and engagement efforts and will support organizational fundraising goals.

### **Responsibilities**

- Lead the Family Forward NC® initiative
- Grow the initiative's reach and impact, including the Certification program, through existing and new strategies
- Expand statewide strategic partnerships alongside NCECF's Employer Relations Specialist, including:
  - Direct and conduct outreach to community organizations, professional organizations, and employers to promote Family Forward NC®, employer certification, and community certification
  - Research potential connections, business groups, associations, networks, or industries
  - Attend events and conferences across NC
  - Host, create, and give presentations, virtually and in-person
  - Maintain contact with interested businesses and conduct short and long-term follow-ups
- Work with NCECF's Communications Manager to develop and launch a marketing campaign
- Play a key role in NCECF and Family Forward NC®'s efforts to build brand identity through outreach and engagement efforts
- Contribute to creating content for the Family Forward NC® newsletter and website
- Serve as a thought partner and support NCECF's Executive Director and program-leads in cross-initiative work, overlapping partners, and connecting work across one mission
- Research and stay abreast of new topics and trends, employment law, and best practices in the field of family workplace policies
- Support the Executive Director in fundraising goals by connecting with and building relationships with potential funders and contributing to grant writing and reporting

### **Skills and Abilities**

- Thorough knowledge of principles, practices, and techniques related to designing effective engagement strategies
- Ability to effectively inspire and motivate others of various backgrounds and beliefs
- Collaborative, proactive, creative, flexible, and highly strategic
- Innovative thinker, with a track record for translating short and long term strategic thinking into action plans and results
- Excellent oral and written communication skills; excellent public presentation skills and ability to communicate confidently and effectively on complex issues
- Meeting planning and facilitation skills

### **Education, Training, and Experience**

- A bachelor's or master's degree from an accredited college or university, and/or at least seven years of experience in successfully building and leading initiatives focused on policy solutions, including community engagement and advocacy at both the state and local level
- Proven success in building, maintaining, and managing relationships with colleagues, consultants, partners, and funders
- Experience in foundation and corporate fundraising and grant writing
- An understanding of how workplace policies support families, caregivers, and children
- Familiarity with federal and NC labor laws
- Familiarity with business organizations and networks including:
  - Small businesses including women and/or minority owned or led
  - Chambers of Commerce
  - Economic Development agencies
- Additional experience a plus:
  - working with or in the private sector
  - engaging with legislators and advocacy groups
  - knowledge of early childhood programs and policies in NC and the political landscape

### **Position Specifics**

- This is a full-time, North Carolina-based position with most work completed remotely. The Strategist must have the ability to frequently travel for in-person meetings with partners in the Triangle and major metro areas across NC. There is a preference for candidates that can execute the position with reasonable commutes and travel to maximize their work and life balance.
- Estimated on-the-job training time: Six months
- Compensation: \$75,000 - \$80,000 annual salary
- NCECF Benefits:
  - Strong remote working culture that provides flexibility, trust, and connection
  - Networking and growth opportunities
  - Twelve weeks Paid Parental Leave (upon eligibility)
  - For employees working 30 hours per week or more (75% FTE):
    - Generous and flexible paid time off, plus
    - Ten paid holidays, one floating holiday, and the last week of the year paid holiday
    - Employer-paid medical and life insurance for employees; dental and vision insurance offered
    - Seven percent employer 401(k) contribution

### **To Apply**

- Interested candidates can complete the application and submit an introductory letter and resume on our website (<https://buildthefoundation.org/join-us/employment/>).

- *Please note, applications without an introductory letter will not be considered.*
- **Application Deadline: Sunday, May 17, 2026 at 11:59 pm. Early submissions are encouraged.**
- Selection Process: Candidates invited to move forward can expect 2-3 interview steps and may be asked to submit a work sample.
- Expected start date: July 2026
- For questions, please contact Kaylan Sloane at [ksloane@buildthefoundation.org](mailto:ksloane@buildthefoundation.org). No phone calls, please.

*NCECF understands diversity strengthens organizational decision making. We strongly encourage members of traditionally under-represented communities to apply, including people of color, LGBTQIA-identified people, gender-nonconforming people, individuals with disabilities, veterans, and people who speak a language in addition to English.*