Prevent Child Abuse Arizona
Executive Director
pcaaz.org

Company Description
Since 1989, Prevent Child Abuse Arizona (PCAAz) has been a leading statewide organization for child maltreatment prevention. Working alongside community-based organizations around the state, the mission of Prevent Child Abuse Arizona is to shift the public conversation about child maltreatment so that prevention is the priority. PCAAz is the state chapter of Prevent Child Abuse America, of which there are now 50 chapters throughout the United States.

For over 30 years, Prevent Child Abuse Arizona has been a leader in bringing research-based prevention services to communities throughout the state. Each year, our prevention services reach more than 60,000 young children and their families with parent education, home visits, and child welfare system improvements. Thousands of community professionals will attend one of our many best-practice training sessions.

PCAAz is also the administrative home and programmatic partner of the Yavapai Family Advocacy Center, which provides a variety of crisis services to adult and child victims of abuse in one location, with all agencies working together in the best interest of the victim.

Mission
PCAAz is shifting the public conversation about child maltreatment so that prevention is the priority.

Revenue
$2.4M

Programs
PCAAz’s family of programs are all designed to promote child well-being, strengthen families, and prevent child maltreatment. Research confirms that providing education and support to parents before or just after the birth of a child is the most effective prevention strategy.

- Best for Babies
- Never Shake A Baby Arizona
- Triple P, Positive Parenting Program
- Yavapai Family Advocacy Center
- Yavapai Communities for Kids

Description
Employed by the Board of Directors, the Executive Director will be a knowledgeable leader, well versed in developments, trends, and needs of the community that impact agency operations and business practices, providing strategic evaluation and modifications as needed.
The Executive Director has a deep understanding of their role in changing the future for children in Arizona in partnership with staff, the Board, community-based service providers, county and state government agencies, court systems, and individual community members. With a particular focus on programmatic development, growth potential, and financial stability, the Executive Director will be responsible for the strategic, fiscal, and operational effectiveness of Prevent Child Abuse Arizona.

**Responsibilities**

**Organizational Leadership Functions**
- Strong sense of organizational vision and ensure its translation into implementation through programmatic excellence, building a sustainable business model, consistent communications with diverse constituencies, and high-quality internal operations.
- Lead the creation and management of an organizational roadmap that captures the future of Prevent Child Abuse Arizona by defining its core services and measures of success.
- Ensure the setting, tracking, and achievement of organizational results, as well as their effective communication to board, funders, community partners, and other stakeholder groups.
- Coach, develop, retain, and (when necessary) hire a high-performing team, with home bases around the state.
- Oversee the administrative effectiveness of the Yavapai Family Advocacy Center (YFAC).
- Recruit, develop, maintain, and partner with a strong Board of Directors, ensuring alignment and delineation between management and governance functions.
- Represent Prevent Child Abuse Arizona and the constituencies the organization serves on local and statewide councils, ensuring the voices and experiences of Arizona children and families are well-represented.
- Understand the nuances of local and national child well-being policy and actively participate in its creation and implementation in Arizona.
- Utilize programmatic evaluation data to make decisions about resource allocation and service modifications.

**Fundraising & Fiduciary Functions**
- Expand and diversify revenue sources to achieve the organization’s fund development goals, addressing both current operating needs and long-term sustainability.
- Cultivate relationships with existing donors and funders.
- Proactively build opportunities for new revenue from a variety of sources through donor pipeline-building and new donor and funder prospecting.
- Ensure the organization’s business model supports existing operations and provides the flexibility to explore future change.

**Partnership Functions**
- Steward and grow existing community relationships with key stakeholder groups, including the state and county agencies, courts, community-based service providers, advocacy organizations, and philanthropic organizations.
• Establish, strengthen, and nurture relationships with policymakers, their advisors, and their staff members.
• Act as the state chapter representative to Prevent Child Abuse America.
• Manage the organization and direction of the Yavapai Family Advocacy Center (YFAC).
• Contribute expertise to policy development, data collection and analysis, and collective action aimed at advancing child welfare across the state.

Communications Functions
• Engage diverse internal and external audiences in the work of PCAAz and YFAC using a variety of communications platforms.
• Ensure the web, media/social media, and community relations presence necessary to establish and advance the Prevent Child Abuse Arizona mission and brand.
• Provide expertise to local and national markets, disseminating key messages related to child well-being data, challenges, and solutions to help advance policies and practices that address the needs of our key constituencies.

Qualifications
• Minimum Bachelor Degree Human Services, Business, Organizational Management or related field is required.
• At least five years of senior management experience with high-performing teams, including both direct supervision and management through layers.
• Exceptional alignment with Prevent Child Abuse Arizona’s values and principles.
• A charismatic, enthusiastic, collaborative leader who can create excitement and energy around PCAAz’s mission.
• Passionate commitment to child and family well-being.
• Flexibility and adaptability amid policy and organizational change.
• Self-awareness, self-reflection practices, and an understanding of personal strengths and areas for development.
• Demonstrated commitment to diversity, equity, and inclusion.
• Orientation toward, and application of, racial and ethnic equity lenses.
• Strong command of the nuances of local and national child welfare policy and the implications and implementation of those policies in Arizona.
• Successful navigation of Arizona’s child and family services landscape.
• Knowledge of existing efforts in local and national best practices in prevention.
• Data-driven: commitment to measuring impact and outcomes and progress toward goals and objectives.
• Managing and supporting teams through change.
• Motivating and influencing others to produce effective programmatic results through multiple delivery models (direct service, subcontractors, etc.).
• A track record of building coalitions and collaborations with diverse stakeholder groups to create social impact outcomes for children and families.
• Experience developing and working collaboratively with a Board.
• Diversifying revenue streams across a statewide footprint.
• Knowledge and application of fundraising techniques.
• Financial savvy: the ability to maximize and align resources with organizational priorities.
• Strong financial management and reporting skills with budgets up to $2 million.
• Highly effective communications skills, including persuasive and passionate public speaking.
• Ability and willingness to participate in evening and weekend events and activities.
• Willingness to travel frequently within Arizona and occasionally out of state.
• Demonstrated knowledge and effectiveness in managing remote employees.

Work Context
• Requires sitting, standing for long periods of time.
• Requires public speaking.
• Requires telephone conversations.
• Requires use of electronic mail.
• Requires writing letters and memos.
• Requires face-to-face discussions with individuals and team.
• Requires contact with others (face-to-face, by telephone, or otherwise).
• Can include conflict situations.
• Requires making decisions that impact the results of coworkers, business partners, or the organization.
• Opportunity to make decisions without supervision.
• Requires making decisions that affect other people, the financial resources, and/or the image and reputation of the organization.
• Requires being exact or highly accurate.
• Freedom to determine tasks, priorities, and goal.
• Requires meeting strict deadlines.
• Requires coordinating or leading others in accomplishing work activities.
• Requires work with external customers or the public.
• Requires work with others in a group or team.
• Includes responsibility for work outcomes and results of others.
• Includes responsibility for the health and safety of others.
• Requires working indoors in environmentally controlled conditions.
• Light lifting (under 25 pounds) may be required from time to time.

Supervisory Responsibility
• Yes

Compensation
Prevent Child Abuse Arizona offers an attractive salary and benefits package commensurate with experience.

Location
Prevent Child Abuse Arizona is in Prescott, AZ. The ideal candidate must be willing to travel to Prescott, AZ frequently, and maintain daily communication with staff. Candidates do not have to reside in Prescott.

Relocation assistance may be provided for candidates moving from outside of Arizona.
Why consider the opportunity?

- Arizona has over 1.5 million children under age 18 - and the fastest growing population is children under 5. More than 71% of Arizona’s child maltreatment reports are due to neglect, and 1 in 4 children under age 6 have had two or more adverse childhood experiences. By joining PCAAz, you will lead the efforts of Arizona’s only statewide organization focused on prevention.
- As the new Executive Director of PCAAz, you will have the opportunity to grow the strategic impact of the organization across the entire state of Arizona.
- You will join a small but mighty mission-centric organization that is changing the lives of families across Arizona!

For more information, please contact:

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