



Community and Family Engagement Sr. Program Officer

First 5 Orange County

Reports to the Vice President of Learning and Community Engagement

Salary Range: \$95,000-\$120,000

In Office Location: Santa Ana, CA

About First 5 Orange County

We envision an Orange County in which all children reach their full potential. The groundwork for this vision is set during a child's earliest years. First 5 Orange County partners with many organizations working toward creating and maintaining an early childhood system that families experience as a seamless network of care.

Since our inception 25 years ago, First 5 Orange County has become a leading convener and collaborator, as well as a valued capacity builder and funder of best practices with an emphasis on elevating equity. In these roles, we offer the community deep expertise on the importance of early childhood in human development and the conditions that children and families need to thrive.

What you will do...

You will assist in the development of the vision for First 5 Orange County's Community and Family Engagement work and lead the implementation to ensure the vision comes to fruition.

You should be comfortable working directly with families, particularly in communities where children and families are furthest from opportunity as identified through internal analysis. You will build strong relationships with parents/caregivers and leaders in targeted communities that we call Engaged Neighborhoods, in order to elevate their perspectives about their needs to support a thriving family and their children's health and development, as well as their experience in accessing services. This will help inform First 5 OC's work and the work of our partners.

You must be passionate about finding ways to hear and learn about the experiences of families with young children and leverage those learnings to improve the systems of care serving young children and their families. You will seek out the input of families/caregivers with young children to understand their dreams and needs, the services they are receiving, and barriers to receiving services or engaging fully in their child's development and their community.

You will pair this insight with the Early Development Index data and other relevant data and information to help shape First 5's programmatic investment. You will also help bring family voice and influence to the countywide collaboratives in which First 5 OC participates.

You must be able to think creatively about First 5 OC's community and family engagement including when we should invest deeply in an initiative or community and when we should have as wide a reach to as many families as possible. You will also provide your expertise to create a pathway for families to continue to be engaged in their community/Orange County beyond their engagement with First 5 OC.

You will work closely with other members of the Learning and Community Engagement team and program staff from the Health Systems and Family Resilience team for programmatic planning and service deployment and cross team coordination and collaboration, to optimize impact for families and the organization's resources.



This work requires a commitment to be a team player, collaborative, mission-oriented and caring with a willingness to do whatever it takes to get the job done. First 5 Orange County has a relatively small staff, so sometimes it requires everyone to pitch in on day-to-day tasks.

The Personal Characteristics you demonstrate...

People Leadership: A natural leader and intentional manager with the ability to inspire, motivate, nurture, and develop, then lead a collaborative group of consultants, families, community partners and other members of the team. Influence others, engage and inspire, promote collaboration, communicate effectively, and build relationships.

Thought Leadership: Using insightful judgment, strategic vision, and focus, drive innovation and improvement. High level of comfort in understanding the complexity of business needs and decision drivers within the organization. Ability to think strategically and anticipate future available facts, constraints, variable circumstances, and consequences to incorporate in the strategic plan.

Personal Leadership: Inspire trust, adapt, learn, and lead courageously. Passionate about providing the highest level of service to the organization. Operate without ego to move the organizations' agenda forward and unfailingly support peers and the employees across the organization.

Results Leadership: Ensure execution, drive targeted results, and focus on the organization's strategic plan and mission. Comfortable managing through change, well versed at connecting strategic objectives to tactical implementation and able to manage projects from inception through to completion.

Team and Company: Possess superior interpersonal and relationship building skills to work cross-functionally and collaboratively with employees, leaders, and external stakeholders. Strong communication skills (verbal, written and listening) with the ability to support or defend a position or idea in a clear, concise, and persuasive manner.

Demonstrated Integrity: Possesses a strong value system of personal work ethics and integrity. Can be counted on as a leader, advisor, coach, and role model. Sets an ethical standard across the business.

Experience and Competencies you will possess...

- 7 years' managing projects and teams in complex public or private environments, including data analysis and evaluation.
- Bachelor's degree in a related field such as psychology, child development, social work, health, and human services required, and/or commensurate work experience. Master's degree in Early Childhood Development, Public Health, or related field a plus.
- Knowledge of the policies, systems, and issues relating to the education of young children including mental and physical health and development.
- Familiarity with the geographic, demographic, cultural, and social landscape in Orange County, including communities furthest from opportunity.
- Ability to develop partnerships and manage stakeholders in an environment where relationships are based on engagement, trust, and shared values rather than direct accountability or hierarchy.
- Demonstrated leadership, analytical, project management, time management, detail-oriented, collaborative approach, superior communication, and relationship building skills.
- Ability to travel in and around Orange County and work weekends and nights as required for events.
- Bilingual in English and Spanish or English and Vietnamese.



Benefits include competitive compensation, incentive programs, full suite of health and wellness benefits, and Orange County Employees Retirement System.

Equal Opportunity: First 5 Orange County is an at-will and equal opportunity employer and seeks to employ and assign the best qualified personnel in a manner that does not discriminate based on race, color, religion, gender, marital status, age, national origin, physical or mental disability, sexual orientation, veteran/reserve and National Guard status or any other status or characteristic protected by law.

Apply

Please send your resume to first5oc@cfcoc.ocgov.com.