Title of Position: Resilient Community Systems Officer
Position Type: Full-time
Location: Raleigh, NC

JOB SUMMARY
Responsible for studying community partnerships and building local partnership capacities to improve outcomes for families with young children. Through a relationship-based practice this position will discover and document trauma-, ACES-, resilience-related activity across the Smart Start Network. Works closely with the Early Childhood Systems Director to leverage network expertise and infrastructure to advance collective impact strategies within local partnerships. Leads community systems development activities for the Smart Start network. Collaborates with the Prevent Child Abuse, NCIOM, Smart Start local partnerships, state-level partners and committees to increase collective benefits through cross-system collaboration. This is a four-year grant-funded position, with full benefits, and possible continuation of additional funding.

ESSENTIAL ACCOUNTABILITIES & RESPONSIBILITIES

1. **Engage local partnerships in analysis of coordinated and integrated local planning and service delivery** Develop relationships with local partnerships and an understanding of their community characteristics. Document county-by-county community systems activity—collaborative strategies and activities that leverage community assets to address community risk factors and unique needs. Analyze coordinated and integrated local service delivery systems for success factors. Work across health, early care and education, family support, social service and other service systems to document polices, practices, and programs that support trauma prevention and intervention. Identify community organizing strategies to engage local citizens in defining resilient communities and solutions to increase resilience. Document ideas to support and expand local partnership capacity for building resilient communities that prevent and address the Pair of ACES’ (adverse childhood and adverse community experiences).

2. **Plan and Implement multi-tiered systems of support for advancing trauma-informed systems** - Promote community systems work focused on trauma prevention. Collaborate with state partners, local Smart Start partnerships, and other community organizations to accelerate the resilient community movement across the state. Using a racial equity and an implementation science lens develop a three-year state-wide plan to increase community capacity to:
   a. enhance ongoing relationships between agencies providing services to children and families
   b. apply collective impact strategies to increase protective factors for families,
   c. foster local cross-system collaboration to support coordinated efforts around shared goals,
d. develop and implement county action plans, where applicable in coordination with local Early Childhood Action Plans and Child Abuse Prevention Plans, to address double ACES’ and decrease trauma-exposure,
e. leverage local policies and resources to increase support to families with children birth-to-five by,

Define the coaching, connections, and resources needed to support local cross-sector teams in working together to measurably improve two-generation outcomes focused on trauma prevention. Leverage the Smart Start structure and resources to implement multi-tiered community supports that drive implementation of North Carolina’s vision for resilient communities.

3. **Promote a Culture of Continuous Quality Improvement** – Build capacity of NCPC’s Early Childhood Systems department to provide training and technical assistance in aligning local resilience-related priorities with statewide priorities and goals. Encourage a range of community and family input in local planning and monitoring efforts. Facilitate bi-directional discussions between state- and local-system efforts to reduce community conditions contributing to ACEs and enhance family resilience to community risk factors. Work across departments within North Carolina Partnership for Children to expand current data, monitoring, and evaluation systems to include mental health and wellbeing indicators. Improve state outcomes and expand local impact, by guiding local partnerships in 1) using local data to identify disparities by race, gender and other demographics and 2) understanding of families who are exposed to vulnerable environments and historically marginalized. Encourage opportunities to promote learning, peer support, and knowledge/practice sharing across counties. Promote data as a fundamental source for collaboration and planning processes

**DIRECT REPORTS:** NONE

**TRAVEL:** 30-40%

**QUALIFICATION AND COMPETENCIES**

- Master's degree in Public Health, Sociology, Community Psychology, Organizational Development, Social Work, Human Service Administration, or related field, and a minimum of five years of increasingly responsible professional experience in a related field or an equivalent combination of training and experience.
- Experience cultivating and managing strategic partnerships between organizations.
- Knowledge of community organizing, community needs assessments, strategic planning, and strategies for engaging citizen leadership and voice in local decision-making.
- Understanding of ecological systems theory and recognizes the value of cross-system collaboration to increase birth-to-five outcomes.
- Experience with driving community systems development work—shifting attitudes-beliefs and power structures, expanding service components and resources, improving cross-sector connections and local policies.
- Experience with data analysis and applying critical thinking and analytical skills. Ability to identify collective themes and goals while defining unique individualized solutions.
- Proven experience with cultivating professional relationships in a collaborative environment
Customer service oriented. Patient teacher with the ability to coach and empower others to develop skills to visualize and implement system change through local policy and practice.
Possess an awareness of racial equity as an approach to ensure we all thrive by understanding and reducing unfair differences in opportunity, networks, power, resources, and supports.

How to Apply: Forward resume and/or cover letter to searchcomm@smartstart.org

Closing Date: Open until filled

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