



CHIEF PROGRAM OFFICER

Auburn, Burien, Renton, Seattle, and Skyway, WA



APPLY NOW

OUR STORY

Childhaven is a leader in serving children, families, and communities that have experienced trauma and adversity and is building a continuum of care that is growing to respond to the changing needs of families by combining our legacy of healing-centered care with the expertise of community partners. Going forward, we are embarking on a new and very ambitious [strategic impact plan](#) to strengthen [programs](#), [expand impact](#), and embrace innovation through strategies at multiple levels of the child and family ecosystem: direct service, workforce and community, and child and family-serving systems. At this exciting and unique period of growth and evolution, Childhaven seeks a **Chief Program Officer (CPO)** to help fulfill this vision.



Childhaven is led by the following mission, vision, and values:

Mission

We partner with parents and community to strengthen families, prevent childhood trauma and its damaging effects, and prepare children for a lifetime of well-being.

Vision

All children are safe and healthy; flourishing physically, socially, emotionally, and educationally; well-nurtured by family and community.

Values

- **Teamwork** - Relationships come first.
- **Equity** - There's infinite value in every human.
- **Excellence** - Constructively dissatisfied with the status quo.
- **Dedication** - Do More. Do Better.
- **Respect** - Meet people where they are.
- **Reflection** - Feelings matter. Stepping back and exploring possibilities.

YOUR ROLE

The CPO provides program leadership across Childhaven's continuum of care, supervision for approximately six (6) Program Directors, and manages a program budget of approximately \$12M. The CPO will play a key role in the ongoing integration of infant and early childhood mental health principles and practices into Childhaven's work and will support team members in continuous quality improvement to promote better outcomes, growth, financial health, professional development, and culture. A successful candidate will demonstrate a commitment to and expertise to contribute meaningfully to Childhaven's anti-racism organizational development work, which includes building and supporting a multicultural workforce. Specifically, the CPO will have the following opportunities for impact:

STRENGTHEN

Direct Services &
Infrastructure

**Goal: Grow from serving
500 to 3,000**

- Strengthen & grow our continuum of care
- Improve infrastructure, data, & finances
- Expand reach to a new location

EXPAND

Workforce &
Indirect Services

Goal: Influence 30,000

- Establish IECMH Workforce Development Hub
- Embed services & co-create with community
- Improve & grow creative expression & Art with Heart

LEAD

System &
Policy Change

Goal: Inform 300,000

- Form multi-sector partnerships
- Launch a public will campaign
- Public policy & government relations



YOUR ROLE *cont'd*

Although no two days will be alike, the CPO should expect to devote their time to the following areas:

People and Operational Leadership

- Lead Program Leadership Team and provide support and reflective supervision to all Program Directors and Managers.
- Train and support Program Directors in their program leadership and supervision of direct reports.
- Lead continuous quality improvement efforts focused on high-fidelity service delivery, program growth, financial metrics/productivity, and other Key Performance Indicators (KPIs).

Program Leadership

- Ensure the implementation of evidence-informed, community-aligned services, as well as ensure parent/community voice and choice are factored into all major organizational decisions.
- Support the launch and ongoing development of Childhaven's Infant and Early Childhood Mental Health (IECMH) Workforce Development Hub.
- Work with Program Operations team in leading continuous improvement in data driven performance, customer service, outreach and referral metrics, public and private insurance billing, and government contracting.

External Relations

- Serve on government and community work groups.
- Help secure and implement government contracts.



WHAT YOU BRING

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. Childhaven is seeking candidates with a compelling combination of demonstrated experience and skills in some, or all, of the following areas:

- Experience serving as a Chief Program Officer, Program Director, or similar role(s), or as a senior staff member of an organization, division, or department of comparable size.
- Master's or Doctoral degree in child development, psychology, counseling, or a related field.
- Specialized clinical training in infant/early childhood mental health principles and strategies, with experience applying this expertise in multi-disciplinary early childhood settings.
- Specialized certification as an Infant/Early Childhood Mental Health Specialist and/or endorsement as an Infant Mental Health Specialist or Infant Mental Health Mentor through a state Association of Infant Mental Health's Endorsement for Culturally Sensitive, Relationship-focused Practice Promoting Infant Mental Health (IMH-E®) system (or comparable) strongly preferred.
- Training and experience providing and receiving Reflective Supervision and Consultation.



WHAT YOU BRING *cont'd*

- Ability to secure Washington Licensed Mental Health Professional (e.g., LMHC, LICSW, LMFT, Licensed Psychologist).
- Ability to meet the Clinical Supervisor qualifications of Washington State.
- Training in trauma-informed and anti-racism practices, and experience with related organizational development.
- High emotional and social intelligence coupled with the ability to build and cultivate internal and external relationships to increase organizational capacity, capabilities, reach, and positive impact.
- A deep commitment to anti-racism, racial, social, and gender justice in the broader community and a track record of implementing policies and practices to achieve greater equity.
- Constructive dissatisfaction with the status quo and an appetite for big, bold ideas and innovation.
- An outlook centered on valuing differences and embracing opportunities to learn about and respect different generational, cultural, and socio-economic backgrounds.
- Experience fostering an open, innovative, evolving, committed culture that values honesty, integrity, and reliability.



TOTAL COMPENSATION & BENEFITS

The annual salary range for this position is **\$110,000 to \$140,000**, based on applicable experience.

Childhaven is committed to supporting all employees through competitive salary and benefits, a commitment to equity and inclusion, and training and professional development opportunities.

The comprehensive benefits package includes:

- Medical, dental, and vision insurance
- 403(b) savings program with employer
- Flexible spending account
- Employer Funded Healthcare reimbursement account
- Paid holidays
- Generous paid time off policy for personal/sick leave
- Dependent medical, dental, and vision benefits offered at employee cost

TO BE CONSIDERED

The position is open until filled and initial interviews will begin by late May, although we highly encourage applying as soon as possible. Please submit a resume and cover letter as a single WORD or PDF document addressed to Jon Botten, CEO, [here](#).

You may direct questions to:

Ed Rogan: ed@valtasgroup.com - 206.697.8428

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Childhaven is an equal opportunity employer committed to diversity, inclusion, and equity. We are upholding this by recruiting candidates of every race, creed, color, religion, national or ethnic origin, gender of gender identity, age, veteran status, sexual orientation, marital status, disability, and all other historically marginalized and excluded communities and other protected status as provided by law. Qualified individuals who bring diverse perspectives to the workplace are highly encouraged to apply!





ABOUT CHILDHAVEN

Since 1909, [Childhaven](#) has been a safe and caring place for young children and families in the Puget Sound. Childhaven's healing-centered framework embeds relational health, trauma-informed care, racial equity, and social justice in all places in which children and families live, learn, and play. Childhaven's mission is to partner with parents and the community to strengthen families, prevent childhood trauma, and prepare children for a lifetime of well-being.



ABOUT VALTAS GROUP

We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process](#) in [partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior non-profit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

CONTACT VALTAS