



YES FOR EARLY SUCCESS COOPERATIVE

Job Description: Chief Executive Officer (CEO)

POSITION TITLE: CHIEF EXECUTIVE OFFICER (CEO)

LOCATION: STATEWIDE (REMOTE WITH TRAVEL AS NEEDED)

JOB TYPE: FULL-TIME, EXEMPT

REPORTS TO: BOARD OF DIRECTORS

COMPENSATION: SALARY _____ (PERFORMANCE-BASED GRANT)

POSITION OVERVIEW

The Chief Executive Officer (CEO) of YES FOR EARLY SUCCESS COOPERATIVE is the highest-ranking executive responsible for the overall success, strategy, and sustainability of the organization. The CEO provides visionary leadership, ensures operational excellence, fosters partnerships, and maintains financial stability while upholding the cooperative's mission, vision, and commitment to Liberatory Design principles.

KEY RESPONSIBILITIES:

STRATEGIC LEADERSHIP & ORGANIZATIONAL OVERSIGHT

- Develop and implement strategic initiatives that align with the cooperative's mission and long-term goals.
- Provide leadership and direction to the executive team, including the COO and CFO.
- Serve as the primary representative of the cooperative to external stakeholders, including funders, policymakers, and community partners.
- Drive continuous improvement in programs and services to expand access and equity for marginalized communities.

OPERATIONAL & PROGRAMMATIC MANAGEMENT

- Oversee the implementation of policies, procedures, and compliance measures in accordance with ECEAP Performance Standards and other regulatory requirements.
- Ensure effective program delivery across all statewide cooperative sites.
- Lead performance evaluations and accountability measures for the executive leadership team.
- Support workforce development initiatives to build leadership capacity within the organization.

FINANCIAL STEWARDSHIP & GRANT MANAGEMENT

- Work with the CFO to ensure the financial sustainability of the cooperative, including budgeting, forecasting, and resource allocation.



YES FOR EARLY SUCCESS COOPERATIVE

Job Description: Chief Executive Officer (CEO)

- Identify and secure funding opportunities through grants, donations, and strategic partnerships.
- Ensure compliance with financial regulations, performance-based grant requirements, and cooperative fiscal policies.
- Monitor financial reports and present findings to the Board of Directors.

BOARD GOVERNANCE & STAKEHOLDER ENGAGEMENT

- Serve as the primary liaison between the Board of Directors and the executive leadership team.
- Prepare and present reports on the cooperative's progress, challenges, and opportunities.
- Engage with key stakeholders, including state agencies, advocacy groups, and early learning professionals, to advance the cooperative's mission.
- Foster collaboration with partner organizations to enhance community engagement and service delivery.

QUALIFICATIONS:

- Lived experience and professional development demonstrating a deep understanding, commitment, and character in serving marginalized communities.
- Formal education is not required; however, extensive experience in executive leadership, nonprofit management, cooperative governance, or early childhood education is essential.
- Minimum of 10 years of leadership experience in nonprofit management, social services, or education.
- Experience managing performance-based grants, financial oversight, and compliance with federal/state funding regulations.
- Strong background in strategic planning, public policy advocacy, and community engagement.
- Excellent communication, negotiation, and team-building skills.
- Ability to work collaboratively with diverse communities and statewide partners.

PERFORMANCE EVALUATION:

- Performance will be assessed based on organizational growth, financial sustainability, compliance with performance-based grants, staff development, and community impact.
- Annual review conducted by the Board of Directors.

APPLICATION PROCESS:

YES FOR EARLY SUCCESS COOPERATIVE is an equal opportunity employer committed to diversity, equity, and inclusion. We encourage candidates from historically marginalized communities to apply.

YES FOR EARLY SUCCESS COOPERATIVE is an equal opportunity employer committed to diversity, equity, and inclusion. We encourage candidates from historically marginalized communities to apply.