



MARYLAND  
FAMILY  
NETWORK

## *POSITION ANNOUNCEMENT*

**Maryland Family Network**  
**Executive Director**  
**Baltimore, MD**

### **About Maryland Family Network**

[Maryland Family Network](#) (MFN) is a private, nonprofit organization with a rich history of action in matters affecting children, families, and the child care community of this state. An advocate and catalyst for the development of a strong system of quality child care, early education, and family support, MFN was created in 2009 from the merger of two leading nonprofit organizations: Maryland Committee for Children and Friends of the Family. Today, MFN is the state's foremost provider of services to the early childhood care community, and is a creator and sustainer of parent-child programs for families raising infants and toddlers.

### **Position Summary**

Maryland Family Network (MFN) is seeking a strategic and visionary leader to serve as the next Executive Director. Building on a strong foundation, the Executive Director will serve as the public face of MFN and will be responsible for leading the organization's strategic direction, ensuring its long-term financial sustainability and operational efficiency, and overseeing the organization's programs and staff.

The Executive Director will have the overall responsibility of carrying out MFN's vision and mission by reporting to an active and engaged Board of Directors and leading a dedicated and talented team of more than 50 full and part-time staff. Additionally, s/he will lead fundraising strategy, oversee effective programs, and build strong partnerships with a diverse group of key stakeholders across the state of Maryland and beyond.

The ideal candidate will bring a deep passion for children and families, a proven ability to serve as a credible voice on issues related to MFN's constituencies, and a successful record of executive and strategic leadership. S/he will be a proven strategist, fundraiser, program leader, and team builder. Finally, the ideal candidate must bring experience developing strong relationships with diverse audiences, including the government and community partners, to build a healthy and informed coalition supporting the children and families of Maryland.

### **Responsibilities**

MFN's Executive Director serves as a vital and visible role within and outside the organization. Major responsibilities include:

- **Strategic Leadership:** Develop and implement the organization's strategic plan, collaborating with the Board of Directors, staff, and partners to successfully achieve MFN's mission
- **Fundraising:** Manage existing funder relationships and implement expanded funding strategies that generate new revenue from diverse sources to ensure organizational sustainability
- **Team Leadership and Culture:** Provide inspirational leadership and vision to the MFN team and foster a vibrant culture that promotes excellence, transparency, and accountability across the organization

- **Relationship Management:** Build and maintain diverse, multi-faceted relationships with key stakeholders, including funders, nonprofit and community partners, federal, state, and local elected officials, and government agencies, to advance the mission of MFN
- **Thought Leadership, Advocacy and Public Policy:** Anticipate and stay informed of emerging trends, policies, and developments in the field of quality child care, early childhood education, and family support; Serve as the principal spokesperson for MFN and a passionate advocate at the local, state, and national level for effective policies to support children, parents, child care providers, advocates, and community leaders
- **Operations and Financial Management:** Oversee the successful execution of MFN's day-to-day operations, including effective strategic financial decision-making and management, reporting, and compliance
- **Program Leadership:** Oversee the management and continued improvement of MFN's programs, consistent with its mission, values, and budgetary considerations
- **Board Engagement:** Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals

### Desired Qualifications

- Passion for MFN's mission and commitment to improving outcomes for underserved children and families across Maryland
- Demonstrated success in a senior or C-level leadership role with a demonstrated ability to manage the strategic, financial, human capital, and operational needs of a complex, direct service organization
- Ability to serve as a credible advocate for children and families, with the capacity to build support for key programs as well as represent MFN's interests before a diverse range of audiences
- Strong business acumen with the ability to lead a dynamic and complex organization and refine strategies as required while maintaining financial stability
- Demonstrated aptitude for cultivating and stewarding funding relationships, including experience diversifying funding streams; familiarity with the Benevon model a plus
- Exceptional presentation, communication, and listening skills, including the ability to drive consensus on complex issues and the capacity to work collaboratively with key stakeholders
- Experience collaborating with a highly engaged Board of Directors
- Unwavering commitment to quality programs and data-driven program evaluation
- Proven ability to attract, retain, and inspire talented staff and build a high-performing team
- Positive, engaging, and entrepreneurial leadership style
- High level of integrity, ethics, and sound judgment
- Knowledge of early child care, early childhood education, and the nonprofit and political landscape in Maryland preferred
- Bachelor's degree required; Master's degree in a relevant field preferred

### How to Apply

Maryland Family Network has retained the executive search firm LeaderFit to lead all aspects of this search. Interested candidates should submit a resume and cover letter addressing their relevant qualifications for this position to LeaderFit [here](#).