



ALAMANCE PARTNERSHIP FOR

Children

Invites Your Interest in the Position of
EXECUTIVE DIRECTOR





If you are a nonprofit professional passionate about early childhood education, the Alamance Partnership for Children (APC), a nonprofit organization headquartered in Burlington, NC, invites you to apply to serve as its next **Executive Director**. The successful candidate will be dedicated to serving high-need families, balancing quality with outcomes, and ensuring that programming meets the needs of the entire community in support of the mission: “To help every young child grow, learn, and thrive!”

This community-focused organization seeks a leader who has early childhood and non-profit leadership experience and who is:

- Energized by the organization’s vision to improve health for young children, provide support and resources to nurture stronger families, and facilitate higher-quality early childhood care and education programs;
- Community-oriented and will integrate themselves into the community, establishing and cultivating relationships with a variety of stakeholders from individuals to county leaders and community partners while ensuring ongoing and meaningful engagement, and simultaneously cultivating and expanding new partnerships to propel the APC’s mission forward;
- Transparent and inspiring and who can align staff and stakeholders around the “why” behind the organization’s work – especially the critical importance of fundraising;
- A hands-on grant writer, with the ability to raise funds and capable of securing funding from varied entities — including local sources;
- Experienced working with complex budgets, particularly managing and reporting on a \$5.2M budget that includes significant pass-through funding;
- Prepared to educate and engage the board, encouraging more involvement in site visits and community events while skillfully navigating the dynamics of a nonprofit Board of Directors, fostering collaboration, cohesion, and accountability between the Board and APC by reviewing by-laws and policies that impact governance.
- Experienced in influencing changes in legislation for early childhood education through targeted advocacy work at the local, state, and federal levels;
- A dynamic and flexible leader who perseveres through obstacles and turns challenges into opportunities while being an outstanding problem-solver who uses data to make quick, thoughtful decisions while knowing when to involve the board;
- Experienced in project management, able to oversee multiple initiatives while maintaining alignment with strategic plan goals; and,
- A collaborative leader who fosters a culture of support, transparency, and shared purpose among staff. They can mentor and develop staff, offering constructive feedback and promoting professional growth, and are comfortable working within and supporting a flexible, family-friendly work environment that includes hybrid and alternative schedules.

About the Organization and Position:

The Alamance Partnership for Children (APC) is a local nonprofit organization. As a regional affiliate of the statewide Smart Start initiative, APC administers programs that focus on early childhood education, health, and family support.

The APC offers a range of programs that support early childhood development and family well-being. Key services include the NC Pre-K program, which provides high-quality pre-kindergarten for eligible 4-year-olds in partnership with local schools and centers. APC also supports families through programs such as Parents as Teachers, Incredible Years, and Dolly Parton's Imagination Library, all aimed at strengthening parenting skills and early literacy. Additionally, APC works to improve the quality of early childhood programming by providing technical assistance, professional development, and wage supplements to educators. The Incredible Years Parenting Program, offered at no cost to Alamance County residents, includes parenting support, free child care, and dinner.

The APC's remarkable Outdoor Learning Environment (below) offers children meaningful opportunities to explore and connect with nature through hands-on outdoor experiences, including tree and fairy houses, water flumes, swinging bridges, teeter-totters, tire swings, and more, set in a beautiful location near the Haw River.

The APC is funded through a combination of public and private sources, with its primary funding coming from the [Smart Start](#) initiative, a state-funded program supporting early childhood development. Additional support is provided by the United Way of Alamance County, the Alamance County Department of Social Services through childcare subsidies, and Impact Alamance, a local foundation offering grants and capacity-building resources.

Learn more about the APC by visiting its [website](#).

Reporting to the Board of Directors, the next **Executive Director** will effectively manage the organization's \$5.2M+ budget and a team of 15 employees (14 FTE and one intern). The **Executive Director** will seamlessly balance maintaining a presence in Alamance County, interacting with key stakeholders and partners while ensuring the strategic direction of the organization and juggling the daily demands of overseeing nonprofit operations.



Outdoor Learning Environment

Key Position Priorities:

- Invest time and energy in learning the organization's culture and establishing trusting relationships with staff, Board members, the community, and stakeholders while enhancing and expanding partnerships within the county to support programs for children from birth to age 5.
- Develop and clearly communicate a vision for the first 6–12 months, seeking new ways to grow programs, partnerships, and resources—moving beyond previous approaches.
- Oversee a complex \$5.2+M budget (including \$4M in pass-through funds), improve financial reporting, and establish clear policies (e.g., operating reserve). Ensure private and unrestricted funds are transparently accounted for and communicated to the board.
- Lead all fundraising efforts, especially in response to declining state funding. Prioritize grant writing, donor engagement, and cultivating private and community partnerships while communicating the importance of fundraising to the APC board and community.
- Act as a connector and persistent advocate with funders, nonprofits, and early childhood programs building strong relationships with board members and community leaders.
- Strengthen ties with local schools and early childhood programs, ensuring all children—regardless of background or program enrollment—are supported for kindergarten readiness. Prioritize cultural and community understanding.
- Evaluate and establish organizational policies, ensure audit readiness, and support board oversight with clear, consistent reporting.



Alamance Partnership for Children is an early childhood initiative designed to ensure that young children enter school healthy and ready to succeed. The Partnership is the local administrator for Smart Start and NC Pre-Kindergarten funds.

Minimum Qualifications:

- A bachelor's degree from an accredited institution in business administration or a related business field, public administration, public policy, education, or a human services-related field.
- Candidates must have a minimum of 5+ years of experience in management and financial administration, with at least three years of supervisory experience.
- Candidates must have a demonstrated track record of successfully managing large budgets and state contracts.

Preferred Qualifications:

- Early childhood experience.
- A history of working and convening diverse stakeholders for community impact.
- Experience in nonprofit board governance and working with governing boards.
- A track record of fundraising and grant writing for the nonprofit sector.
- Experience in nonprofit or state government financial administration and management, including responsibility for developing and managing diversified sources of funding (e.g., federal, state, local, private) and responsibility for regulatory compliance.
- Experience managing early childhood programs.

Salary and Benefits:

The hiring range for this position is \$85,000 - \$101,000 depending on qualifications and experience and based on a 35-hour work week. Employees work half-days on Fridays and have the option to take a day to work remotely on a weekly basis. Alamance Partnership for Children offers a comprehensive benefits package, including 100% employer-paid health, dental, vision, disability, and life insurance. FSA, PTO, and a 401K plan with a 5% annual employer contribution after one year. This is a family-centered organization that also seeks to acknowledge the responsibilities its employees have while supporting the community. Residency within the County is preferred but not required.

The next Executive Director will work to ensure the APC fulfills its mission “To help every young child grow, learn, and thrive!”



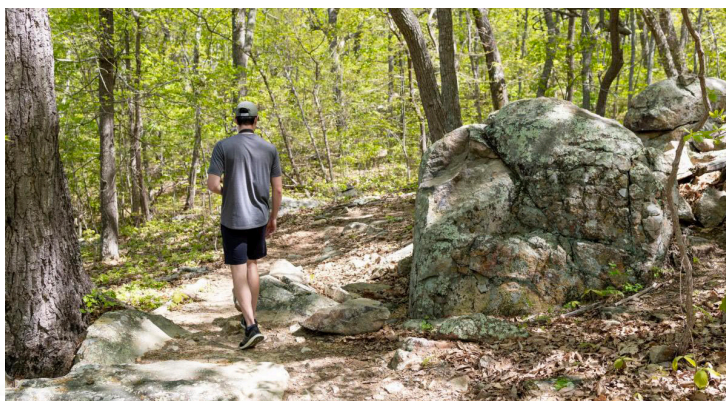
About the Community:

Alamance County, located in the Piedmont region of North Carolina, is a vibrant and growing area that offers a blend of small-town charm, natural beauty, and convenient access to major metropolitan areas. Positioned between the Triangle (Raleigh/Durham) and the Triad (Greensboro/Winston-Salem), it serves as an ideal location for both visitors and the approximately 175,000 residents who call it home. The county seat is Graham, while Burlington is its largest city.

With a wide range of recreational and cultural activities, Alamance County continues to grow due to its appeal to families, professionals, and retirees alike. Outdoor enthusiasts love [Cane Creek Mountains Natural Area](#), which features scenic hiking trails and opportunities for wildlife observation. The [Haw River Trail](#), (below) part of the larger Mountains-to-Sea Trail, provides a beautiful route for hiking, paddling, and birdwatching. The former mill villages in [Saxapahaw](#), located along the Haw River, have been revitalized and are now a local hotspot known for a vibrant arts scene, delicious farm-to-table dining, and the popular Saturdays in Saxapahaw music and farmers market series. The Alamance Partnership for Children is located in a former mill along the Haw River north of downtown Burlington.



The Haw River Ballroom, located in the former mill village of Saxapahaw features three levels, a riverside deck, a concessions bar and coffee shop, and an idyllic rural setting. visitalamance.com



Cane Creek Mountains area, Alamance County's new natural area, provides outdoor enthusiasts with rolling piedmont hills, abundant creeks and streams, and some of the best views in the County. visitalamance.com

Alamance County offers something for everyone . . .

Alamance County offers a lively calendar of events and festivals year-round that reflects its rich culture and community spirit. In May, Burlington hosts the annual [Carousel Festival](#), a two-day event featuring live music, arts and crafts vendors, amusement rides—including the historic Dentzel Carousel—and a beer garden. On the second and fourth Fridays during the summer, the [Concerts in the Park](#) series provides free live music, and the 4th Fridays Concerts in downtown Burlington feature food trucks and community organizations. Community-sponsored events such as the Alamance Pride Festival, Alamance Regional Car Show, and various 5Ks and fundraising walks also take place throughout the year.

Alamance County also offers family-friendly attractions such as the [Burlington City Park](#), which includes a historic carousel and miniature train, and the [Children's Museum of Alamance County](#) in Graham. Nearby, the [Animal Park at the Conservators Center](#) provides a unique opportunity to see lions, tigers, and other exotic animals up close on guided tours. Shopping and dining options abound in downtown areas like Burlington and Graham, which are home to local boutiques, breweries, and restaurants. Additionally, the [Tanger Outlets in Mebane](#) (below) attract shoppers from across the region.



The Carousel Festival held every spring at Burlington City Park offers fun events for the whole family. burlingtonnc.gov



The Animal Park at the Conservators Centers gives visitors of all ages the opportunity to see exotic wildlife up close. nscsciencecenter.org



Tanger Outlets
tanger.com



Not just for children, The Children's Museum of Alamance County provides environments where children and adults are given a unique opportunity to play and create together. Children's Museum

To Apply:

Please visit: <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Executive Director – Alamance County Partnership for Children, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the organization’s employment application portal, nor any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **July 20, 2025**.
- The Selection Committee will invite successful semi-finalists to participate in virtual interviews and skill evaluation on **August 19-20, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct *inquiries* to hiring@developmentalassociates.com.



Key services offered by APC include the NC Pre-K program, which provides high-quality pre-kindergarten for eligible 4-year-olds in partnership with local schools and centers.



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings,” and scroll down to “Important Information for Applicants.”