



TexProtects

Champions for Safe Children

**VICE PRESIDENT OF POLICY AND
GOVERNMENT AFFAIRS
SEARCH PROFILE**

AUSTIN, TX

November 2021



TexProtects
Champions for Safe Children



Prevent Child Abuse
Texas

The Organization

TexProtects was founded in 2000 as the Dallas-based Child Abuse Prevention Advocacy Commission (CAPAC) to address the critical need for reform in Dallas County's Child Protective Services (CPS). Though the organization has evolved since its founding, eventually becoming today's TexProtects, it consistently utilizes a multifaceted, evidence-based approach to bring awareness to issues surrounding CPS reform, organizing voices speaking to the needs of children at risk of abuse, and aims to activate the most powerful and effective constituency to advocate for change in these issues. Furthermore, TexProtects utilizes short-term solutions to meet the immediate needs of at-risk children, their families and communities while also championing long-term reform by devising scalable and innovative solutions. Ultimately, TexProtects' goal is to create broad, systematic change via major public policy innovations of child protection systems and to leverage private and public funding to scale high-impact prevention solutions.

TexProtects' Mission

TexProtects protects Texas children from the trauma of abuse and neglect and empowers families to thrive through education, research, and advocacy. TexProtects effects change by organizing and educating its members to advocate for increased investments in evidence-based child abuse prevention programs, CPS reforms, and treatment programs to heal abuse victims.

TexProtects focuses predominately on five issue areas across the child protection continuum: child abuse prevention; CPS system and workforce; family preservation; foster care; and transition support for foster youth.

Impact and Collaboration

Recognizing the limitations of a single organization, TexProtects has consistently positioned itself as a coalition-builder and collaborator to advocate on behalf of outcomes for children. Over the last 18 years and 9 legislative sessions, TexProtects has assisted and/or led the passage of 53 bills that have improved the CPS system and fought for and secured over \$200 million for family support home visitation programs that currently serve over 20,000 Texas families. The legislative accomplishments have been achieved with support from many of our collaborative partnerships.

Today, TexProtects is an autonomous, nonpartisan data-driven think tank and advocacy organization designed to educate decision makers, private funders, and the public at large. It remains the only Texas organization dedicated to the main issues of protection, prevention, and the healing of abused and neglected children. Additionally, in 2017, TexProtects absorbed the operations of Prevent Child Abuse Texas

We are looking for self-motivated and purpose-driven individuals to join our collaborative, positive, fast-paced, flexible, and innovative culture!

Job Description

Job Title: Vice President of Policy and Government Affairs

Reports To: Managing Director

Main Office: Austin

Supervises: Public Policy Team

Category: Exempt; Full-time

Revision Date: November 2021



Purpose: The Vice President (VP) of Policy and Government Affairs is responsible for the development of TexProtects' public affairs strategy and will contribute to TexProtects' organizational strategic planning process. This key member of the Leadership Team will collaborate with the CEO and Managing Director to facilitate development of a public policy and budget agenda that aligns with our strategic initiatives and community partnerships by collaborating with several our partners to educate decision makers on our legislative agenda.

Duties and Responsibilities:

To perform this job successfully, an individual must be able to satisfactorily perform each of the essential duties and responsibilities listed below. The duties and responsibilities include the following, though other duties may be assigned.

Public Policy Expertise and Leadership:

- Develops TexProtects legislative advocacy strategy for implementation and ensures it is successfully executed; Represents TexProtects on policy initiatives and maintains current on related legislative issues; participates at legislative hearings, briefings and seminars to influence the decision-making process; and communicates the TexProtects position consistently with elected officials and their staff and agency staff, Public Policy members, Child Protection Roundtable, trustees, other statewide partners, members of regional public, and boards to promote advocacy interests.
- Research and coordinates (with public policy team) child protection-related legislative and public policy issues to formulate TexProtects legislative priorities, and disseminates information, including research and policy briefs, to internal and external audiences, partners, and elected officials.
- Organizes and oversees testimony and/or testifies on certain TexProtects bills/budget requests and related legislation in coordination with research and public policy specialists.
- Seeks opportunities for donors to interact with public and child protection champions, non-profits, and trustees through meetings and events.
- Initiates and markets events (with support from development and communications teams) to generate revenue for TexProtects via sponsorships, grants, and participant investment.
- Provides content on policy strategies, goals, and outcomes to the development team to secure grant requests and report progress to funders.

Team Development/Management:

- Manages Public Policy team and their responsibilities.
- Manage external lobbyist and governmental relations consultants as necessary.
- Representative for contract lobby services executed by TexProtects.
- Promotes a culture of high performance and continuous improvement that values learning and a commitment to quality.
- Mentors and develops staff using a supportive and collaborative approach on a consistent basis.

Key Technical Skills and Knowledge:

To perform this job successfully, an individual must be able to perform each qualification satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Subject matter expert of the Texas Legislative process and Texas Legislature
- Established connectivity at the State and Federal level and understanding or relational dynamics having worked within the field
- Superb diplomacy with all audiences, to include internal teams
- A lead by example ambassador who understands this role is key for TexProtects
- Innovative thinker with a proven track record for translating strategic thinking into action plans and output
- Excellent judgment and creative problem-solving skills, including negotiation and conflict resolution skills
- Superior management skills: ability to influence, mentor, coach and engage direct and indirect reports and peers
- Exceptional attitude with high professionalism
- Stature, gravitas, and confidence to gain the credibility and respect of high-performing Board of Directors
- Self-reliant, good problem solver results oriented
- Ability to make decisions in a changing environment and anticipate future needs
- Excellent and persuasive communicator
- Energetic, flexible, collaborative, and proactive; a team leader who can positively and productively impact both strategic and tactical finance and administration initiatives
- Exceptional written, oral, interpersonal and presentation skills
- Ability to operate as an effective tactical as well as strategic thinker
- Passion for TexProtects' mission

Education and Experience:

- Demonstrated experience and leadership in Public Policy and Texas Legislature to advance an organization's mission and goals
- Minimum 10 years' experience in a senior management role
- Financials and budgeting experience
- Masters/Doctoral degree in Political Science, Law, Early Child Development/Education, or related areas with Bachelor's degree at a minimum

Physical Requirements:

The physical requirements and work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job.

- Moderate to high-stress level
- Regular and predictable attendance
- Moderate noise level
- Occasional standing and lifting of at least 5 pounds
- Long periods of sitting
- Occasional travel

To Apply:

Please submit a cover letter including salary compensation, resume, and three writing samples to CEO, Sophie Phillips at sophie@texprotects.org and Director of Operations, Brandy Lindsey at brandy@texprotects.org.

No phone calls please.

Submissions due by Thursday, December 2, 2021.

Please insert “VP of Policy & Government Affairs” in the email subject line.