



TexProtects

Champions for Safe Children

**DIRECTOR OF PUBLIC POLICY AND
GOVERNMENT AFFAIRS
JOB PROFILE**

AUSTIN, TX

August 2020



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 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. [Click here](#) to learn more about the history of the organization.

TexProtects' Vision, Mission, and Values

TexProtects vision is a world where all children are safe, nurtured, and resilient.

TexProtects mission is to protect Texas children from the trauma of abuse and neglect and empower families to thrive through education, research, and advocacy.

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.

In all that we do, TexProtects will:

- Be child and family driven
- Prioritize prevention
- Be innovative and results-oriented
- Emphasize collaboration and transparency
- Champion research-based solutions
- Drive systemic change

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 10 legislative sessions, TexProtects has assisted and/or led the passage of 51 bills that have improved the CPS system and fought for and secured over \$166 million for family support home visitation programs.

As examples, In 2007, TexProtects initiated and led the passage of Texas' Nurse-Family Partnership Act, which secured funding for eight partnership sites across the state with partners who administer the program. In every subsequent legislative session, TexProtects has led the expansion of Nurse-Family Partnership (NFP). The following year, the Child Protection Roundtable (CPRT) was established to convene statewide research experts, advocates, and program providers from over 50 active organizations with child protection expertise, in order to advocate with one voice. Governed by a Steering Committee of member organizations, the CPRT meets monthly to exchange best practices information, share research projects and data and determine its legislative agenda to advance reforms in line with prevention, reform, and healing for victims. Similarly, by 2012, leaders at TexProtects formed the Texas Home Visiting Coalition, whose efforts led to the establishment and funding of the Texas Home Visiting Program through the state legislature.

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 healing of abused and neglected children. Additionally, in 2017, TexProtects absorbed the operations of Prevent Child Abuse Texas.



Job Title: Director of Public Policy and Government Affairs

Reports To: Managing Director of Programs or CEO

Main Office: Austin

Supervises: None

Category: Exempt; Full-time or Contract

Revision Date: August 2020

Purpose: The Director of Public Policy and Government Affairs is responsible for the development of TexProtects' (TxP) public policy and affairs strategy and will contribute to TxP's organizational strategic planning process with other leadership. This key member of the Sr. team will collaborate with the CEO and Director of Programs to facilitate development of a public policy and budget agenda by collaborating with TxP Public Policy members, Child Protection Roundtable and other statewide partners to educate decision makers on legislative agenda.

Goals and Objectives:

Effectively facilitates the development of TxP's public affairs strategies to create broad-scale, systemic change via major public policy innovations of child protection systems and to leverage private funds with public funds to bring high-impact prevention solutions to scale to prevent child abuse and neglect in Texas.

Key Competencies:

- **Influencing and Relationship Building** – Inspires action and execution of policy vision and strategy with board members, funders, policy makers and community leaders. Builds trust and positive relations with all internal and external audiences.
- **Initiative and Decision-Making** – Proactively anticipates organization's policy needs and takes initiative to respond effectively and efficiently. Ability to make executive level decisions and quickly address issues/concerns with leadership.
- **Communication Proficiency** – Clear and persuasive communicator - presents information in a structured, balanced, and logical way; tailors communication to the audience; speaks and writes with authority, confidence, and professionalism. Listens to others to ensure message is understood. Engages in regular, consistent, and meaningful communication; ensures important information is shared with appropriate individuals in a timely manner.
- **Professional Expertise** – Demonstrates a strong understanding of and the ability to apply the principles, practices, and functions related to areas of responsibility. Stays up to date with current developments and trends related to areas of responsibility. Uses professional expertise to analyze and measure effectiveness of communications activities; identifies and recommends opportunities to increase customer engagement and brand awareness.

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 TxP legislative advocacy strategy for implementation; Represents TxP on policy initiatives; participates at legislative hearings, briefings and seminars to influence the decision-making process; and communicates the TxP position consistently with elected officials and staff, Public Policy members, Child Protection Roundtable, trustees, other statewide partners, members of regional public, and boards to promote advocacy interests.
- Builds relationships with state agency leadership; Works with the agency to implement administrative tactics that advance the TexProtects policy agenda. Agencies primarily include DFPS, HHSC, DSHS, TEA.
- Leads TexProtects budget policy priorities. Provides strategic direction on Legislative Appropriations Requests feedback and process and works with Legislature to ensure TexProtects budget items are prioritized.
- Sets strategy for meetings with legislative offices; Ensure meetings are scheduled with legislators in coordination with Lobbyist and other policy team members; Arrange meetings with TxP CEO and Board members as needed
- Researches and coordinates (with public policy, program, and research department) child protection-related legislative and public policy issues to formulate TxP legislative priorities, and disseminates information, including research and policy briefs, to internal and external audiences, partners and elected officials
- Sets strategy and execution of community events including policy makers and stakeholders that facilitation communication and discussion around policy priorities such as legislative debriefs (in-person and virtual); Leads efforts with team support, to develop presentations for TxP legislative priorities and outcomes; Present on behalf of TxP to key audiences when related to policy interests.
- Organizes testimony and/or testifies on certain TxP bills/budget requests and related legislation in coordination with policy and research specialists
- Implements TxP legislative agenda: Leads efforts to pass legislation and secure budget requests in coordination with TxP leaders including CEO, Managing Director of Programs, CPS policy analyst and Lobbyist
- Tracks all legislation that pertains to TxP issues, including federal when appropriate
- Maintains current on related legislative issues, political issues and news items and informs team
- Provides public policy and advocacy information for website and online communications
- Creates TxP statewide legislative priority survey and develop finalized TxP legislative agenda for committee and board approval
- Summarizes end-of-session passed legislation re: TxP issues and related, to include written report that is disseminated to funders and stakeholders
- Prepares policy briefs on specific TxP legislative priorities in coordination with the TxP research team
- Provides content on policy strategies, goals and outcomes to the development team to secure grant requests and report progress to funders
- Collaborates with other advocacy organizations

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, including the budget process.
- 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 TxP.
- 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.
- 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.
- Demonstrated work with judicial and/or state agencies desired.
- Financials and budgeting experience desired
- Masters/Doctoral degree in Social Work, Political Science, Law, Early Child Development/Education or related areas. Bachelor's degree at 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, resume, writing sample, and three references to CEO Sophie Phillips at sophie@texprotects.org. No phone calls please.

Applications must be submitted by August 24, 2020.

Please insert "Dir. Of PP and Gov Affairs" in the email subject line.