



First Children's Finance

Job Posting

Job Title: Director, Iowa and National

Reports To: Chief States Officer
Exempt

FLSA Status: Full-Time,

Location: Iowa Preferred

Pay: \$ 130,000.00

Date: April 13, 2026

Mission and Organizational Background

The mission of First Children's Finance (FCF) is to grow the supply and business sustainability of excellent child care. Founded in 1991, FCF provides business and financial assistance to business owners and leaders in the field of early care and education. To achieve our goals, FCF works on the individual child care business level, the community level, and the systems level. FCF is a national nonprofit organization headquartered in Minneapolis that provides business development programs and services in multiple states, with offices in: Iowa, Michigan, Minnesota, Vermont, and Oregon. For more information, visit the First Children's Finance [website](#).

Job Summary

FCF is seeking a new Director, Iowa and National; a talented manager and leader whose approach is strategic, collaborative, and characterized by the ability to inspire, motivate, and empower others to achieve the goals of FCF. The individual has a proven track record of success in program and people management including managing relationships with external partners, and is a high functioning "generalist," who is a thought leader, and a self-starter. This individual will possess highly developed fundraising and communications skills. They are creative, curious, innovative, and possess a continuous

improvement mindset that will advance the FCF Theory of Change. The Director will be especially skilled at building and developing key stakeholder relationships and overseeing the division.

This is a remote position with a preference for candidates based in Iowa but open to candidates based elsewhere with strong familiarity or ability to learn the child care context in Iowa.

Essential Functions:

Reporting to FCF's Chief States Officer, the Director leads a team of 9 organized into three teams that support work in Iowa as well as nationally in places like Michigan, Indiana, Virginia and North Dakota. The Director ensures the effectiveness and sustainability of all programs and participates on the FCF Leadership Team to support organization-wide activities. The Director also manages the day-to-day operations of their division under policies determined by FCF. The primary responsibilities are:

- Strategic Financial Development: Plan and implement an annual fundraising strategy; seek and maintain relationships with institutional funders; secure funding from the public sector and philanthropy; develop funding proposals and evaluation reports; own and manage annual budget.
- Program Planning and Management: Develop, manage, and promote business and financial programs; help Early Childhood Education (ECE) providers build their business skills and capacity; market, evaluate, and improve FCF programs and services; provide training, consultative, and technical assistance to strengthen ECE programs.
- Human Resources Planning and Management: Support, develop, and retain qualified and excellent staff, consultants, and volunteers; ensure the smooth and efficient operation of the organization by selecting and developing effective people; foster a

culture of cooperation and mutual respect, focusing on outstanding performance.

- Relationship Management: Maintain strong and effective relationships with ECE business leaders and advocates both in the state and nationally; build and maintain strong relationships with private and public sector leaders, revenue sources, industry leaders, and allied organizations.

Qualifications

- Bachelor's degree in business, organizational development, planning, communication, finance, nonprofit administration, or public administration is required; Master's degree preferred.
- At least four (4) years executive or advanced level professional supervisory experience in a nonprofit organization, with knowledge of early care and education issues preferred.
- Successful track record of securing approximately \$1 million annually through a mix of philanthropy, government, corporate, and individual donors.
- Familiarity with the communities across Iowa, or the ability to quickly make connections in those communities.
- Program planning, development, facilitation, and evaluation.
- Demonstrated knowledge of community and economic development.
- Knowledge of current service trends and emerging models of early care and education.
- Proven administrative competence in areas such as financial management, budgeting, planning, and goal setting.

- Familiarity with FCF's Theory of Change, or a positive orientation to change and new ways of doing business, including the ability to innovate and implement continuous improvements.
- Open to learning, accepting positive and constructive feedback
- Private sector engagement and partnership is a plus
- Energetic, enthusiastic, with a can-do attitude
- Proven track record of monitoring, managing, and analyzing program data and outcomes.
- A systems thinker that is able to maintain a big-picture focus while attending to detail.

Knowledge, Skills, and Abilities

- Ability to recruit, retain, lead and develop staff
- Highly organized, self-motivated, and able to work independently
- Ability to provide business and financial consultation and training
- Ability to read, interpret, and analyze financial statements and develop and manage budgets
- Ability to think strategically, manage risk, and implement plans in a dynamic environment
- Ability to promote a positive image of FCF and position FCF as a key resource in the field of early care and education
- Ability to be flexible and work collaboratively with a diversity of FCF staff, customers, partners and stakeholders
- Excellent written and oral communications skills; public speaking experience
- Ability to work with minimum supervision, yet be a part of a team

- Experience in supervising collaborative work with multiple team members
- The ability and commitment to be an engaging ambassador and advocate for FCF with key business, community, and government leaders.

Work Conditions

- Must be able to work on the computer for extended periods of time
- Ability to travel up to 25%

Additional Notes

This job description represents the major functions of the position but is not intended to be all-inclusive. The incumbent is also responsible for taking direction from FCF representatives in completing projects or performing duties deemed necessary for the program and FCF success.

Benefits

Benefits include medical, dental, vision, life, disability insurance, holidays, paid time off, and paid family medical leave. Allowable travel costs are reimbursed.

First Children's Finance honors candidates' time and effort in job-seeking by providing transparency regarding compensation. Creating transparency regarding salary information reduces the gender pay gap, and eliminates salary negotiation, which rarely benefits people of color or women. It is a value of our organization to support equitable hiring practices.

To Apply: Submit a resume and cover letter. [Career Center | Recruitment](#)

First Children's Finance is an Equal Employment Opportunity /Affirmative Action Employer.