



FIRST THINGS FIRST

Cocopah Tribe Regional Director

First Things First (Arizona Early Childhood Development and Health Board) is one of the critical state partners in creating a child and family-centered, comprehensive, collaborative and high-quality early childhood system that supports the development, health and early education of all Arizona's children. Created by voter initiative in 2006, First Things First is governed by a state Board with 28 regional partnership councils. First Things First is a decentralized organization that engages diverse constituencies to accomplish its mission. Organizational values include a focus on accountability, transparency, coordination, collaboration and on the outcomes that will ensure young children start kindergarten healthy and ready to succeed in school and in life.

The Indian tribes and nations of Arizona can participate in First Things First in one of two ways: by electing to have their tribal lands treated as separate regions by the statewide FTF Board, or by electing to have their tribal lands treated as part of the FTF regions in which their lands are geographically located. To date, 19 of Arizona's 22 federally recognized Indian tribes and nations have elected to participate in First Things First (10 as separate regions, and nine as part of the region in their geographic area). The Cocopah Indian Tribe has determined to have their tribal lands as a separate region and therefore the Board established the Cocopah Tribe Regional Partnership Council.

PLEASE NOTE: This is a half-time position.

Job Summary:

The Regional Director is responsible for the overall management of the First Things First Cocopah Tribe Regional Partnership Council which serves the communities of the Cocopah Indian Reservation located in Yuma County. The Regional Director is also responsible for coordinating efforts with the Yuma Regional Partnership Council.

Distinguishing Characteristics:

The ideal candidate will enthusiastically support the vision and mission of First Things First and possess the personal qualities of integrity and credibility. In addition, he/she will have an understanding of issues that have historically impacted tribal relations and demonstrated experience applying that knowledge in positions that impact program delivery in tribal areas. She/he will have the proven ability to work within teams to accomplish multiple tasks and keep multiple projects organized and progressing. The position requires substantial effort to coordinate and work with parents; community leaders; local, state, and federal government officials; private entities and faith-based groups to improve quality and access to early

childhood development programs which effectively prepare children to start school ready to learn.

Typical Duties and Responsibilities:

Under the general guidance of the Senior Director for the West Regional Area, the Regional Director is responsible for supporting the Regional Partnership Council in fulfilling their roles and responsibilities which include:

- Serving as the First Things First representative and effectively working with the Cocopah Indian Tribe;
- Partnering and effectively working with the Senior Director of Tribal Affairs to support and strengthen the positive relationships with the tribes;
- Completion of a biannual regional needs and assets reports;
- Completion of annual funding plans which serve as the strategic direction of the Regional Partnership Council;
- Management and oversight of the implementation of the funding plan;
- Understanding the importance of expanding access to high-quality early childhood development and health resources in the regions and assuming a leadership role in addressing the regions' needs;
- Coordination and collaboration with various early childhood development and health organizations, agencies and community partners;
- Leading/facilitating collaboration efforts, both within the region and cross-regionally, including the identification of service gaps, development of strategies to address the gaps, and fostering relationships with community partners that contribute to the development of an early childhood system;
- Increasing awareness of the importance of early childhood development and health;
- Building and maintaining strong working relationships with the Regional Partnership Council Members, tribal government leaders, tribal departments and programs, community organizations and agencies;
- Acting as the chief spokesperson for the Regional Partnership Council;
- Staffing all Regional Partnership Council meetings and committees as determined by the Regional Partnership Council; and,
- Ability to travel throughout the region, the regional area consisting of Mohave, La Paz, and Yuma counties, as well as to Maricopa County for statewide meetings.

Qualifications:

- Direct experience working with tribal communities in Arizona, with a preference for experience working with the Cocopah Tribe, with extensive knowledge of American Indian sovereignty and related issues;
- Demonstrate high level knowledge of policies and conditions impacting the young children and families of Indian tribes;
- Master's degree in early education, social work, education, health or other related field preferred;
- Have a background of progressively responsible managerial or leadership positions in public, private or non-profit organizations, preferably with such experience in the area

of providing early childhood development and/or health services to children and families;

- Possess a thorough knowledge of early childhood development and health issues, with knowledge of the particular issues facing Native American children and the Indian tribes and nations of Arizona. Demonstrate the ability to develop successful strategies to address those issues;
- Demonstrate a strong record of leadership in early childhood development, literacy and/or health programs;
- Possess a demonstrated ability to develop and implement strategic long-range plans that promote program goals such as increasing early childhood development opportunities, increasing access to preventive health programs and health screenings and providing training and education to support early childhood development providers;
- Possess a collegial leadership style and an ability to work effectively and cooperatively in working relationships with staff, parents, community leaders, tribal leaders, local governments, public and private entities and faith-based groups to improve the quality of and access to early childhood development and health programs in the region;
- Exhibit highly-developed interpersonal and communication skills, and the ability to effectively articulate the unique goals, strategic direction and programs of the Regional Partnership Council;
- Show a commitment to uphold high ethical standards and promote sound business practices;
- Demonstrate the ability to ensure public accountability as well as measure and improve outcomes appropriate for program goals;
- Demonstrate knowledge, skill and success in generating financial support and developing cross-sector partnerships with private, public and tribal governments;
- Have competence in working effectively with a citizen governing board and volunteers to advance the interests of programs;
- Cultural sensitivity and strong familiarity with the Cocopah Tribe region;
- Demonstrate strong communication skills including the ability to write and speak clearly, succinctly, and in a manner that appeals to a wide audience;
- Creative, solution driven, and detail oriented with the ability to self-motivate and meet competing deadlines;
- Reliable and comfortable working with minimal supervision and maintaining multiple responsibilities with regular and punctual attendance at work during core business hours.

Review of resumes will begin on December 20th, 2016 and continue until the position is filled. For consideration, please submit your cover letter, comprehensive resume and three professional references by the close of business on December 19th, 2016.

PLEASE NOTE: This is a half-time position.

In the AZ State Personnel System, the position is classified as a Grade 23 and has a salary range of \$25,000 to \$35,000. The position is not covered under the State of Arizona Merit system rules.

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