



First 5 Alameda County

Deputy Chief Executive Officer



Recruitment Services Provided by
Ralph Andersen & Associates



MAKE THE IMPACT OF A LIFETIME

First 5 Alameda County is seeking a Deputy Chief Executive Officer to help lead the Agency at a defining moment for young children and families, and for the systems designed to support them.

Alameda County is making historic investments in early childhood. First 5 Alameda County is at the center of translating those investments into lasting change — stewarding significant public resources, aligning partners and programs, and building a stronger, more coordinated early childhood system.

That opportunity brings an equally significant responsibility: to build the systems, infrastructure, and organizational capacity necessary to deliver.

First 5 is evolving alongside the work it leads. The Agency is growing in scale, complexity, and responsibility, expanding its role as a funder, administrator, partner, advocate, and system builder. More resources are flowing into communities. More partners are working together. And the expectations for strong execution, accountability, transparency, and measurable impact have never been higher.

The next Deputy CEO will help lead First 5 through this transformation.

MAKE THE IMPACT OF A LIFETIME CONTINUED

Working in close partnership with the CEO and executive leadership team, the Deputy CEO will help translate strategy into execution and build the organizational foundation necessary to meet this moment. That means:

- ▶ **Building for scale:** strengthening the operational systems, infrastructure, and internal capacity needed to steward a growing portfolio of public investments.
- ▶ **Turning strategy into execution:** creating the structures, processes, and accountability necessary to move ambitious ideas into coordinated action and measurable results.
- ▶ **Leading through complexity and change:** helping an evolving organization mature while maintaining its urgency, innovation, equity commitments, and connection to community.
- ▶ **Creating greater clarity and alignment:** ensuring people, processes, resources, and priorities work together across the Agency to support strong execution.
- ▶ **Strengthening stewardship and accountability:** helping ensure significant public investments are managed with the rigor, transparency, and responsibility that families, communities, partners, and the public expect.



This is a role for a leader who can see both the system we are building for children and families and the organization we must build to make it possible.

The opportunity is significant: to help build an institution capable of stewarding transformational public investment — and a durable early childhood system designed to serve Alameda County's children and families for generations to come.



ABOUT FIRST 5 ALAMEDA COUNTY

First 5 Alameda County is a public agency and system builder working to ensure every child — regardless of race, income, or neighborhood — has a strong start in life. We align public funding, partners, and data to build an integrated, equity-centered early childhood system that supports the whole child, whole family, and whole community.

As the administrator of Measure C, we steward voter-approved funding to expand access to early care and education, strengthen family stability, and invest in the providers and caregivers families rely on. Through leadership and coordination across initiatives, including the Oakland Children's Initiative and other countywide efforts, we help align programs, reduce fragmentation, and ensure systems work better for families.

Together with our partners, we are moving beyond fragmented services toward a coordinated system that uses public dollars for the public good — so every child enters kindergarten ready to learn and thrives beyond.

OUR FRAMEWORK: PLACE, PEOPLE, AND POLICY

A Place, People, and Policy framework guides our public system-building work.

PLACE

We work with communities to create safe, livable, kid-friendly neighborhoods — supporting economic opportunity, access to good jobs, and place-based investments like parks and recreation that benefit the whole community.

PEOPLE

We ensure communities and families have the resources they need for children to thrive, including basic needs like health care, food, housing, reliable transportation, and wage growth alongside services that support job success, strong family relationships, and positive mental health.

ABOUT FIRST 5 ALAMEDA COUNTY CONTINUED



POLICY

We advance policy and systems change to support children and families, working across the full ecosystem of providers, community-based organizations, and families. By centering community voice and lived experience, we help align policies, programs, and services into a more coordinated system that supports young children and those who care for them.

FUND, PARTNER, ADMINISTER, AND ADVOCATE

Our work comes to life through four interconnected roles:

FUND

We fund organizations and initiatives that support young children and their families, with a focus on those with the greatest need. Our investments prioritize equity and expand access to culturally relevant services and local cultural institutions that enrich learning, connection, and community belonging.

PARTNER

We partner with parents, child care providers, community organizations, and public agencies to build the best early childhood system for Alameda County.

ADMINISTER

We administer programs for young children that offer tangible services like family resource navigation, Fatherhood programming, coaching for providers, access to affordable child care, pediatric care and coordination, and provider training.

ADVOCATE

We advocate for equitable policies that address socioeconomic inequities, including workforce conditions and wage growth, so families and those who care for young children can thrive.



OVERVIEW OF THE IDEAL CANDIDATE

The ideal candidate will have a proven track record and will be able to perform the duties of the Deputy Chief Executive Officer at an expert level. These duties include, but are not limited to, the following.

- ▶ Coordinate with the CEO to ensure the Agency's capacity, finances, and operations are prepared to meet opportunities, legal mandates, and external political demand; support the sustainability of efforts through operational excellence.
- ▶ Participate in strategic decision-making regarding the direction of the Agency's investments; plan and implement short-term and annual goals, objectives, and strategies for the Agency; organize and provide management direction to assigned departments and divisions to ensure efficient organization and completion of work.
- ▶ Use data and evaluation to analyze and modify operations, programs, and resource allocations as necessary in support of Agency strategic goals and the early childhood system.
- ▶ Review and approve applications, agreements, plans and reports of departmental activities; manage the collection, analysis, and reporting of administrative and operational data.
- ▶ Represent the department to other Agency departments, officials, outside agencies, and members of other public and private organizations, community groups, contractors, and the public; explain and interpret departmental programs, policies, and activities; negotiate and resolve significant and controversial issues.
- ▶ Conduct a variety of organizational and operational studies and investigations; recommend modifications to programs, policies, and procedures as appropriate.
- ▶ Participate in and make presentations to the Commission and a wide variety of committees, boards, and commissions, as assigned; attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of early childhood systems of care; research emerging products and enhancements and their applicability to Agency needs.
- ▶ Direct the maintenance of working and official departmental files; prepare, review, and present staff reports, various management and information updates, and reports on special projects as assigned by the Chief Executive Officer.

QUALIFICATIONS FOR CONSIDERATION

EXPERIENCE AND TRAINING:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. Additional experience and/or education can be substituted to meet typical qualifications. A typical way to obtain the required qualifications would be:

- ▶ Eight (8) years of increasingly responsible experience in a public or private organization or community development agency, including five (5) years in a leadership and management capacity; and equivalent to a bachelor's degree with major coursework in public policy, public administration, social services, public health, or a closely related field.
- ▶ Additional relevant work experience may be substituted to meet the college coursework/ bachelor's degree standard.

KNOWLEDGE OF THE FOLLOWING IS STRONGLY DESIRED:

- ▶ Principles and practices of strategic plan development; budget development and administration; and contract administration and management.
- ▶ General principles of risk management related to the functions of the assigned area.
- ▶ Functions, authority, and responsibilities of an appointed Commission.
- ▶ Early childhood programs and agencies on a local, state, and national level.
- ▶ Local, state, and federal government operations and funding streams.
- ▶ Methods and techniques of preparing technical and administrative reports, and general business correspondence.
- ▶ Applicable federal, state, and local laws, codes, and regulations as well as industry standards and best practices pertinent to the assigned area of responsibility.



COMPENSATION AND BENEFITS

First 5 Alameda County offers a competitive salary with excellent benefits and the current salary range for the Deputy Chief Executive Officer position is \$223,349.10 to \$321,622.86. Placement within this range is negotiable and dependent upon experience and qualifications. First 5 Alameda County also offers an attractive benefits package which includes the following:

- ▶ Healthcare, Dental, and Vision coverage
- ▶ Retirement Plan through Alameda County Employees Association (ACERA)
- ▶ 457(b) Deferred Compensation
- ▶ Commuter Benefits
- ▶ Life Insurance

MORE INFORMATION

- ▶ To learn more about how First 5 is investing in organizations, programs, and initiatives that support kindergarten readiness, visit: first5alameda.org.

First 5 Alameda County Funding Sources:

▶ **MEASURE C**

The Children's Health & Child Care Initiative for Alameda County (Measure C) is a local sales tax that generates approximately \$150 million annually for expanding access to early childhood education in Alameda County. First 5 Alameda County is the administrator of the child care, preschool, and early education portion of Measure C. Over the next five years, Measure C provides nearly a billion dollars to support kids and families.

▶ **PROPOSITION 10**

Passed by California voters in 1998, Prop 10 established the 58 county First 5 commissions and provides dedicated funding through a tobacco tax to support the healthy development of children ages 0–5. For First 5 Alameda County, Prop 10 funding supports a range of core early childhood investments, including programs like pediatric care coordination, fatherhood initiatives, investments in neighborhoods, developmental screening, and broader school readiness efforts.

▶ **THE OAKLAND CHILDREN'S INITIATIVE**

OCI is a City parcel tax (Measure AA) designed to expand cradle-to-career supports for Oakland families, including increasing access to high-quality early care and education for the city's youngest children. First 5 Alameda County serves as the City's Implementation Partner, working closely with City leadership and OUSD to develop and advance a roadmap for universal preschool in Oakland. In this role, First 5 acts as a fiscal intermediary and steward, strategically braiding local funding across Measure C and OCI to align programs and investments, and to strengthen coordination and system-building across partners.

APPLICATION AND SELECTION PROCESS

Interested candidates should apply by submitting a compelling cover letter and comprehensive resume via email to apply@ralphandersen.com no later than October 7, 2026. The first round of interviews will take place the week of November 9, 2026, and will be in-person in Alameda, CA, except where other arrangements may be necessary. This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Confidential inquiries are welcomed and should be directed to Sabrina Landreth, Ralph Andersen & Associates, at sabrina@ralphandersen.com or (916) 630-4900.



First 5 Alameda County is an Equal Opportunity Employer.



<https://www.first5alameda.org/>