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Chief Operating Officer

ALL OUR KIN

	Sector Education
	Function Operations, Finance / Accounting, Human Resources / Culture
	Focus Areas

Workforce Development



Location

Flexible - United States

Work Environment

Remote - work may be performed from anywhere in location

Travel Requirements

Frequent

Please see "Additional Details" section for more information about location, travel, and workplace expectations.



Compensation

The salary range for this position is \$175,000 to \$200,000.

apply for this role

All Our Kin is a national nonprofit that trains, supports, and sustains family child care educators, helping them thrive as small business owners and early childhood specialists. We

of family child care, reaching 45,000 children annually. Join us in building a more just, equitable child care system.

About the Organization

Through [All Our Kin](#)'s programs, family child care educators—who nurture our youngest learners from their own homes—succeed as small business owners and early childhood specialists. In turn, parents have access to high-quality, affordable child care, and infants and toddlers gain the enriching experiences that prepare them to succeed.

All Our Kin is recognized as a national model and has been proven to raise the quality, availability, and sustainability of family child care. Today, we serve over 1,100 family child care educators in Connecticut and New York. In addition, we have worked with agencies in 33 states through training and technical assistance, reaching 45,000 children a year, and through our policy initiatives, we are shaping a new vision for family child care in the U.S.

to support educators through the licensing process, business and educational coaching, and much more. We are seeking to hire dedicated innovators who share our vision of a family child care workforce that is supported, fairly compensated, and treated equitably.

We live by our mission, and extend the same support to our staff as we do our educators. We seek to build a team that reflects the diversity we celebrate in our communities. We strive to grow as individuals and as an organization to end systems of oppression and promote justice. We encourage individuals of all backgrounds to apply for this position, and do not discriminate on any basis prohibited by applicable law.

- Less about the Organization

Equity at All Our Kin

All Our Kin recognizes that diversity and opportunity are fundamental to children's lives and to our work, and we seek to build a team that reflects the diversity we celebrate in our nation and communities. We welcome and encourage all qualified applicants who share our vision, as we want to

mission. We encourage individuals of all backgrounds to apply for this position, and we do not discriminate on any basis prohibited by applicable law.

About the Role

What You'll Do

All Our Kin seeks a strategic and collaborative operations and finance leader to serve as our Chief Operating Officer. This leader will be instrumental in strengthening our operational and financial excellence to support our mission and strategic growth. The COO will lead all aspects of finance, operations, and HR, overseeing a team of 7-8 staff, including 2-3 direct reports, and work with an outsourced financial partner and a technology partner. In collaboration with the senior leadership team, the COO will ensure that All Our Kin's ~90-person team has the infrastructure, systems, and organizational capabilities needed to effectively carry out our programs and scale impact.

This is an ideal opportunity for a proven strategic operations leader who is passionate about systems integration and

transforming the childcare system.

Key Responsibilities

Organizational Leadership

- Serve as a key organizational leader, contributing to growth strategy, mentoring staff, advancing equity, inclusion, and justice, and leading operations, finance, and HR strategy and oversight
- Serve as a thought partner and advisor to the CEO and C-suite on operations and finance, providing guidance on key issues and effectively navigating conflict and complexity as needed
- Represent the organization as the primary point of contact with financial stakeholders, including AOK leadership, the board, external auditors, and the outsourced finance firm
- Lead, mentor, and develop the finance, HR, and operations teams, including facilities management, with a focus on driving outcomes and fostering professional growth
- Provide training in budgeting and fiscal management to key stakeholders, empowering all staff to strengthen All Our Kin's financial health

- Design, improve, and integrate systems, processes, and protocols to foster collaboration, knowledge sharing, and efficiency
- Lead change management efforts for the implementation of new operational systems, ensuring effective stakeholder communication, training, and process adaptation for smooth adoption and minimal disruption
- Recognize and anticipate opportunities and challenges related to technology systems and operations; developing integrations that promote transparency, efficiency, and consistency; manage outsourced technology partner
- Collaborate with stakeholders across the organization to identify opportunities for system integration and process streamlining
- Manage 2-3 direct reports, including the VP of People, Development, and Equity to oversee HR systems and processes, and 1-2 additional direct reports to support the finance and operations functions

Strategic Financial Leadership

- Provide strategic financial leadership by developing and executing financial plans, optimizing resource allocation,

- Oversee accounting practices, processes, and reporting systems to ensure timely and accurate financial and tax reporting, in collaboration with an external accounting firm
- Work with the accounting firm to improve, integrate, and maintain systems and processes that facilitate organization-wide budgeting, invoicing, and financial reporting, ensuring timely, accurate data to drive decision-making
- Manage external accounting firm, identifying opportunities to streamline processes and enhance collaboration
- Drive continuous improvement of the organization's cost model, including pricing for technical assistance work

Who You'll Work With

You will report to the Co-Founder and CEO, Jessica Sager.

You will oversee a total team of 7-8, including 2-3 direct reports who will manage HR, Finance, and Operations.

You will frequently collaborate with the Chief External Relations Officer and the Chief Strategy Officer.

Required Skills and Experience

- **Passion for All Our Kin's mission** and demonstrated commitment to our values of: Maintain High Standards, Focus on Strengths, Place Relationships First, Commit to Transformative Outcomes, Engage in Continuous Learning, Center Equity, Inclusion, and Justice
- **12+ years of overall professional experience**, with at least 5 of those years in senior leadership roles within high-growth organizations
- **Strong financial acumen**, with expertise in financial planning and forecasting, budgeting, and cost-modeling; experience overseeing and/or managing an accounting function
- **Proven experience designing and/or improving financial and operational systems and processes** that promote collaboration, break down silos, and expand impact across an organization
- **Excellent leadership and change management skills**, with the ability to build relationships, mentor, and influence staff at all levels; excited to "roll up your sleeves" and do the work as well as manage and direct the work of others
- **Results-driven, agile change agent** with demonstrated skill at managing the execution of both small- and large-scale projects

demonstrated ability to coach, manage, develop, and retain high-performing teams

- **Exceptional relationship management skills**, with a track record of working collaboratively with a diverse set of colleagues and stakeholders to achieve shared goals
- **Thrives in a highly collaborative**, collegial, entrepreneurial, and hybrid environment

Additional Details

This role is remote, with an expectation of monthly travel to All Our Kin's offices in New York and Connecticut. For those who are not local, preference will be given to candidates who live near a major airport with direct flights to New York City and/or Hartford, CT to facilitate easier travel to team meetings.

Benefits



insurance plus affordable family coverage



24 days of paid time off per year, plus holidays

family coverage options



Paid Family Leave after 1 year of employment



403(b) and Roth Retirement Annuity with **3% employer match**



Flexible Spending Account for medical and dependent care costs



Employer-paid **life insurance** program



Employer-paid **disability benefit**, 60% salary protection

Ready to apply?

apply for this role

On-Ramps is deeply committed to diversity, equity, and inclusion. We believe social change happens when people with a wide range of backgrounds, experiences, and identities come together with a common purpose. We're partnering with the team at All Our Kin to build a diverse team. We encourage candidates from all backgrounds to apply.

On-Ramps is committed to the inclusion of all qualified individuals in the hiring process, including but not limited to those with disabilities. If you require reasonable accommodation(s) to participate in the application or interview process, please contact info@on-ramps.com.

Want to keep in touch?

Enter E-mail Address





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