



Early Care Educators of San Francisco

Job Announcement: Director

ECESF Director: *Are you driven by equity, collective power, and the belief that early care educators deserve a strong voice? We're seeking a visionary Director to lead a collaborative nonprofit dedicated to organizing the early care and education workforce.*

Full-time exempt position.

Base Salary: \$70K (commensurate with qualifications, increase projected July 1)

Benefits: PTO, healthcare stipend, and 401(k)

ECESF's History & Mission: Rooted in organizations established in the 1980s and long regarded by community leaders as the soul of the early care and education advocacy movement, ECESF helped lead the successful passage of a local ballot measure (Baby C) that brought critical, lasting investment to San Francisco's ECE community. **ECESF's Mission** is to hold space for early care educators of San Francisco to come together in order to secure excellent working conditions, promote the understanding that good working conditions are foundational to the high-quality early care and education services San Francisco's diverse young children and families need, and build unity with families and community allies to shape program, policies, and access needed resources.

ECESF community-identified essential components of quality working conditions include: recognizing and strengthening the agency of early care educators at ECE sites and in the broader community; educators' direct participation in defining and implementing quality, shaping and accessing needed support programs, policies, and development pathways; and wages, and benefits that sustain an educator and their family's current well-being and long-term needs.

Position Description: As the Director and sole full-time paid staff, you will partner with educators to identify their priority needs, cultivate community leadership, and build campaigns that strengthen the workforce, the profession, and the communities we serve. This is an opportunity to turn shared values into action—and to help shape the future of early care and education through collective impact.

The Director is responsible for ECESF's organizational operations, and the development and implementation of leadership and community programs. Under the direction of the ECESF Board of Directors, the Director:

- Coordinates a collaborative participatory program development process addressing needs and vision of San Francisco's ECE community; programs include leadership initiatives; community education, exploration, and discovery; and special events with, by, and for the early care and education workforce and community
- Meets with board and program planning team to plan and implement
- Guides ECESF's organizational development including board and staff development, fundraising activities, and grant proposals
- Oversees ECESF's organizational requirements and responsibilities as an independent 501(c)(3) including contract oversight, internal needs, reporting requirements, including finances, and tax and business filings organization
- Fosters connections between local policy makers, community organizations, and early care educators; Collaborates with San Francisco partnering organizations (i.e. CPAC, Family Child Care Association of San Francisco, Parent Voices, SF ECE Advocacy Coalition) on program and policy development and advocacy
- Identifies and coordinates peer and community support, technical assistance, resources, and information for the ECE workforce

- Maintains awareness of key programs and policies impacting San Francisco workforce
- Coordinates the participation of early care educators in citywide community meetings to effectively represent the interest of the ECE workforce and ECE
- Oversees communications including content and development of eNewsletter, website, and designing and maintaining database for effective outreach, communication, and ongoing connection with ECE workforce

Desirable Skills and Qualifications

- Works independently with minimal supervision
- Experience with multi-ethnic, -racial and -lingual workforce, diverse community-based organizations, community leaders and stakeholders
- Has 5 years or more experience in a combination of the following:
 - Community organizing and advocacy work
 - Early care and education program and policy work
 - Work as an early care educator
 - Experience directing a 501(c)3 organization and non-profit oversight
- Has knowledge of early care and education issues and policies
- Skilled in meeting facilitation and organizing events
- Demonstrates strong leadership and organizational skills
- Demonstrates skills for organizational budget development and oversight of organizational finances
- Is familiar with using social media in community organizing
- Has excellent writing, verbal, and interpersonal skills
- Has a B.A. or higher degree in a related field, or a combination of equivalent work experience and education

Key Benefits: Senior counsel staff, initially partnering as co-director, will support your transition to leadership. The total compensation package, including salary enhancements and benefits, will be discussed during the interview process and tailored to attract top talent.

Highlights include:

- Annual COL increase
- Optional retirement plan with matching contributions
- Healthcare stipend
- 15 PTO days
- 13 paid holidays

Location & work schedule: This position is based in San Francisco and the surrounding Bay Area, with a hybrid work structure. Work hours are flexible and driven by community needs, which includes evenings and occasional weekends. The Director will attend and facilitate meetings and events in San Francisco and nearby Bay Area communities, while also holding or participating in remote meetings and completing administrative work from home. Flexibility, responsiveness, and comfort working both in-person and remotely are essential to this role.

Contact/application information: Please apply by sending your resume to info@ecesf.org, Attn: Sara Hicks-Kilday, Director & ECESF Board Members. Applications received by **February 23, 2026**, will be considered for the first round of interviews. We're highly motivated to hire **and** seek a great fit for this role. We will continue reviewing applications until the right candidate is found.