



PRESIDENT

THE OPPORTUNITY

The Virginia Early Childhood Foundation (VECF) is seeking an inspiring and strategic leader to serve as its next President. This is a rare opportunity to lead a highly respected, statewide organization at a pivotal moment for early childhood care and education in Virginia.

VECF is known nationally as a leader in strengthening early childhood education. It is trusted across the Commonwealth for its role as a convener, innovator, and steward of Virginia's early childhood system. The incoming President will inherit a strong organization with statewide reach, deep public and private partnerships, and a powerful foundation for future impact.

The President will work closely with an engaged Board of Directors and a committed, experienced team who share a passion for ensuring every child in Virginia enters school ready to succeed. This is an exceptional leadership opportunity for a visionary executive who is committed to strengthening systems and delivering measurable results for children and families.

ABOUT THE VIRGINIA EARLY CHILDHOOD FOUNDATION

The mission of the Virginia Early Childhood Foundation is to serve as the non-partisan steward of Virginia's promise for early childhood success, partnering with families and communities to establish a strong foundation for lifelong learning and well-being and drive economic and workforce vitality for the Commonwealth.

VECF works to ensure that all families with young children have equitable opportunities to thrive by strengthening policy, practice, and systems across the Commonwealth. The Foundation advances its mission by:

Systems Building and Regional Leadership

VECF convenes and supports partners across nine Ready Regions throughout Virginia, ensuring that local needs and strengths inform statewide strategies. Through regional

infrastructure and capacity building, VECF helps communities deliver more coordinated, responsive, and effective early childhood services.

Partnerships and Collaboration

VECF works across sectors — from families and child care providers to business and economic development executives to policymakers in the General Assembly and Executive Branch. The Foundation listens carefully, pilots innovative approaches, and advocates for sustainable solutions that improve access to quality child care for children and families.

Policy and Advocacy

VECF promotes policies and investments informed by data, research, and community voice. The Foundation supports state leaders with the information needed to make sound decisions that strengthen Virginia’s early childhood system.

VECF is known as a leader in innovation. Notable achievements include:

- Establishment of nine [Ready Regions](#) across Virginia
- Development of a [mixed-delivery system](#) to expand access to affordable child care
- Partnership with the Virginia Department of Education to create and implement a statewide [quality measurement and improvement system](#) for publicly funded child care programs

VECF receives funding from federal, state, and private sources. A significant portion of public funding is distributed to the Ready Regions to support local partners, providers, quality, and system capacity. In addition to its 501(c)(3) public charity status, VECF has created a 501(c)(4) entity, and a PAC to support early childhood care and education advocacy efforts. It has launched the Virginia Promise Partnership coalition and facilitated the establishment of the Virginia Business Roundtable for Early Education as an advisory committee to the board of directors,

LOOKING FORWARD

There has been a great deal of progress over the last 20 years through collaboration with many committed partners. And there is much work to be done. Current priorities include:

- Continuing work around early childhood care and education to reach the goal that all Virginia families will have reliable access to quality child care for children from birth to five years old.
- Innovating with public and private partners, including business and economic development leaders, to build the supply of child care sites and services and

strengthen the capabilities of the child care industry and stature of the early educator profession.

- Increasing private funding significantly so that VECF can continue to research, pilot, and grow innovative programs, including initiatives that reach beyond child care.
- Spinning off or sunseting programs as appropriate to maintain capacity for innovation.
- Continuing to work collaboratively with organizations across Virginia and across the nation to improve early childhood care and education systems.

The President will play an important role in moving forward in these areas and identifying other priorities.

PRIMARY RESPONSIBILITIES

The President reports to the Board of Directors and serves as the chief executive of the Foundation, responsible for strategy, leadership, partnerships, funding, and organizational performance.

Vision and Leadership

Collaborate with the Board, staff, and partners to set a bold strategic vision and guide innovation across Virginia's early childhood system.

Partnerships and External Leadership

Serve as the public face of VECF and a trusted leader among policymakers, funders, and community partners. Build and steward bi-partisan relationships that advance the mission and expand impact.

Stewardship and Fund Development

Oversee public and private funding with integrity and transparency and grow corporate and philanthropic support for VECF's work.

Organizational Leadership

In partnership with the Leadership Team, provide oversight of programs, staff, and operations, fostering a high-performing, collaborative, and mission-driven organizational culture.

QUALIFICATIONS

Each candidate will bring a unique combination of experiences and strengths. Strong knowledge of early childhood issues and commitment to VECF's mission is essential.

The ideal candidate will have demonstrated experience in:

- **Foundation or nonprofit leadership**, including strategy development and organizational growth
- **Partnership development**, particularly across public and private sectors in Virginia
- **Bi-partisan relationship building** with business and public leaders and elected officials
- **Fund development**, including public funding and private philanthropy
- **Communication and advocacy**, including excellent written and verbal skills
- **Operational and financial leadership**, including budgeting and organizational oversight
- **Board relations**, including partnership with governing boards and board development

COMPENSATION

Minimum starting salary is \$220,000 commensurate with experience, plus a competitive benefits package.

TO APPLY

Candidates should submit a cover letter, resume, and three professional references to:
<https://warrenwhitney.isolvedhire.com/jobs/1677731>

References will not be contacted without prior notice to the candidate.

For best consideration, apply by **February 8, 2026**.

Questions may be directed to:

Katherine Whitney

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Warren Whitney is an equal opportunity employer. The firm, on behalf of its client, does not discriminate on the basis of any protected characteristic under applicable law. Warren Whitney reserves the right to modify or close this search at any time.

CONFIDENTIALITY

The search process will be conducted with the highest regard for confidentiality. Expressions of interest will remain private until late-stage finalist discussions. VECF and Warren Whitney recognize that many candidates may be deeply committed to their current organizations but are intrigued by this opportunity. Expressions of interest will remain confidential until the final stages of the search.