



# ZENO EXECUTIVE DIRECTOR

## Job Posting:

Zeno Executive  
Director - Transform  
Lives Through Racial  
Equity and Math  
Advocacy

## Position:

Executive Director

## Employment Status:

Full-Time; In person

## Reports to:

Board of Directors

## Start Date:

April 15th, 2024

## Anticipated

## Compensation:

\$100k-\$150k,  
commensurate with  
experience and results



## Do you have a passion for Racial Equity and Math? Meet Zeno!

We are on a mission to spark joy and inspire a love for math in young children and families through racial equity, family engagement, and play. We envision a racially just world where every child and family is a doer and lover of math. Our mighty staff of 6 and 10 committed board directors, work collaboratively to achieve our goals by:

- Putting people first
- Practicing execution
- Growing together
- Honoring family and community
- Supporting each other in meaningful ways

To learn more about our Guiding Principles and Equation for Success, please visit [Zeno's About Us Page](#).

## Curious about what we do?

Uniquely, Zeno achieves our mission by working with partners who provide services to families with children ages 3-5 (Preschools, Home Visit Programs, Family Childcare Centers, Museums and Drop-in programs). Our partners utilize our programs and materials to reach diverse communities across the state, ensuring our work is inclusive and emphasizing racial equity. Zeno utilizes four strategies to engage thousands of families across the state of Washington in math and play.

- Zeno Games: Creating culturally inclusive family math games for 3–5-year-olds to play with their families, delivering 24,000 games last year
- Partner Support: Engaging 5,000+ families yearly across Washington through community organizations
- Workshops & Training: Hosting professional development events (50 events annually) for partners and educators
- Movement Building: Advocating for racial equity in early learning and the family math movement (40 family/community events annually)

## Are you a leader who is...?

- Passionate about the intersection of racial equity and math
- Able to expand our reach in the philanthropic community and grow our diverse revenue streams
- Comfortable in a public facing role, regularly representing Zeno locally and statewide with a desire to develop Zeno's brand as a thought leader nationally
- Focused on measuring your impact
- Curious and approaches problem solving with a creative spirit and collaborative abilities

## Can you...?

- Develop and articulate annual goals, strategies, tactics, timelines, and leverage data informed decision making toward stated goals
- Manage fundraising strategies comprehensively; considerable experience in fundraising is critical
- Set and manage organizational budgets

- Lead, coach, and develop a high performing, talented team to deliver the program efficiently and effectively; ensure you have the team necessary to execute goals and deliver on the mission and vision
- Communicate to external stakeholders, government agencies, advocates, and the public about Zeno's work and our progress towards goals
- Develop, review, and respond to program evaluation reports, engaging in a cycle of continuous improvement to maximize impact for individuals served by the program, and identifying Zeno's quantitative and qualitative impact

### Do you possess...?

- Non-profit leadership experience within the early learning, education, or community engagement sectors
- A Master's degree or equivalent relevant experience in the following related fields of study (e.g., Education, Social Work, Non-Profit Management, MBA, or Public Policy)
- A successful track record of leading fundraising efforts with private and public philanthropies and developing strong relationships with relevant philanthropic leaders in Washington State and beyond
- Positive references from former managers and direct reports attesting to the quality of your leadership abilities
- Knowledge about the diverse people and communities within the State of Washington, specifically indigenous peoples, and communities of color
- A positive reputation as a leader or public figure

### What We'll Provide

Join us in transforming lives through math education and racial equity. **Apply by March 15<sup>th</sup>.**

Zeno offers competitive compensation and benefits.