

## **JOB ANNOUNCEMENT – PROGRAM OFFICER**

TITLE: Program Officer  
FLSA STATUS Exempt  
PAY CLASS Full-time, At-will  
REPORTS TO Director of Early Learning and Engagement  
LOCATION Santa Ana, California

### **Who is First 5 Orange County?**

We envision an Orange County in which all children reach their full potential. The groundwork for this vision is set during a child's earliest years. First 5 Orange County partners with many organizations working towards creating and maintaining an early childhood system that families experience as a seamless network of care.

We believe that each child is unique, and every child's full potential will look different. We know from years of research that a child's experiences during their early years establish a foundation that, if strong, sets children up to achieve more in school and life, be physically healthier and more emotionally resilient, and participate more in society.

At First 5 Orange County, we recognize the strengths that families bring to each child's foundation, and aim to build bridges so children of every culture, color, and condition can thrive without barriers. In partnership with health, social service, family support, and education agencies in Orange County, we provide programs and initiatives that build up children and encourage whole family engagement and health.

### **Do you have a passion for making a difference to the systems that inform opportunities for young children and their families?**

If so, your passions align with the First 5 OC's mission!

### **What are we looking for in our next team member?**

Answer the questions below to see if you may be our new team member!

#### **Are you ready to:**

- ☐ Manage a specific portfolio of First 5 OC programs that enable achievement of First 5 OC's Strategic Plan goals in the general areas of Resilient Families, Quality Early Learning, and Comprehensive Health and Development; as well as alleviate barriers or gaps in services for young children and families in Orange County?
- ☐ Engage with funded partners to develop relationships, understand challenges, and cull what's working/best practices?
- ☐ Participate in the design of new programs, specifically considering how to advance an equity impact framework, encourage the collaborative involvement of a variety of service providers, and yield sustainable impact?

If you answered yes to any of the questions above, your next career may be waiting for you at First 5 OC!

## **Job Summary**

Reporting to the Director of Early Learning and Engagement, the Early Learning and Engagement Program Officer executes the vision of First 5 Orange County through a coordinated approach to program development and implementation. The Early Learning and Engagement Program Officer is charged with creating connections with programs to create meaningful, sustainable outcomes for young children in Orange County.

## **Education**

Bachelor's degree in a related field such as psychology, child development, social work, health, and human services preferred and/or 5 years of related work experience.

## **Preferred:**

Master's degree in Early Childhood Development, Public Health, or related field.

## **Experience:**

At least five years of progressively responsible experience, including in a supervisory capacity, in the areas of collaborative program implementation and management, including budget; team management; data analysis and evaluation.

Familiarity with the Orange County landscape of social, educational, and health services for young children and families.

Deep content knowledge about one or more of the First 5 OC focus areas: Resilient Families, Quality Early Learning, and Comprehensive Health and Development, in the context of children ages 0-5 and their families.

**Compensation:** Commensurate with experience, education, and market - \$95,000 per year

## **Benefits:**

Includes a variety of health plan options, annual leave and paid holidays, Health Care Reimbursement Account, 457 Defined Contribution Plan and Annual Education and Professional Reimbursement. Employees are provided a Retirement Plan through the Orange County Employees Retirement System.

For a complete description of benefits: <https://hrs.ocgov.com/benefits-prospective>

But the most rewarding benefit is your ability to contribute to building stronger communities!

**Applications:** Please send cover letter and resume to [First5oc@cfcoc.ocgov.com](mailto:First5oc@cfcoc.ocgov.com)

First 5 OC is committed to the principle of equal employment opportunity. In all that we do, First 5 OC supports its clients, projects, staff and partners through our commitment to equity, economic and social justice, diversity and inclusion, and in ways that uplift our communities' assets and potential.

**Attachment:** Program Officer Job Description