



FIRST 5 MARIN

Learn. Grow. Thrive.

Strategic Priorities & Impact Manager

Marin County Children and Families Commission

The Marin County Children and Families Commission (“Commission”) was established pursuant to the California Children and Families First Act of 1998 (Proposition 10) and the County of Marin Ordinance. The Commission is charged with promoting, supporting, and improving the early development of children from the prenatal stage through five years of age by creating an integrated, comprehensive, and collaborative system of information and services.

Commissioners and First 5 Staff serve as stewards of Proposition 10 resources and are responsible for advancing the mission of improving outcomes for children and families in Marin County. In this role, Commissioners and First 5 Staff also guide and champion the implementation of First 5 Marin’s **Strategic Plan**, which emphasizes:

- **Equity** – advancing racial equity and reducing disparities in outcomes for children and families.
- **Systems Change** – strengthening collaboration across public agencies, community-based organizations, and families to create sustainable improvements in services and supports.
- **Policy & Advocacy** – leveraging First 5’s position to influence policies that benefit young children and their families.
- **Community Voice** – ensuring that the experiences and leadership of families—especially those most impacted by inequities—inform decision-making and investment strategies.

Position Summary

First 5 Marin Children and Families Commission seeks a **Strategic Priorities & Impact Manager** to drive key initiatives that improve outcomes for children prenatal to age five and their families in close partnership with First 5 Marin Executive Director.

This position leads **partnership development, data strategy, and funding expansion** efforts, aligning First 5 Marin’s investments with countywide systems change.

The manager will work closely with **funded partners, county agencies, and community leaders** to support Results Based Accountability (RBA), advance **CalAIM implementation**, and supervise a **Community Health Worker (CHW) Hub** while building new funding streams to sustain and grow services for young children.



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Key Responsibilities

Strategic Priorities & Systems Alignment

- Partner with the Executive Director to advance **strategic planning** and countywide early childhood initiatives.
- Identify and secure **new funding opportunities**, including expanding fee for service efforts through CalAIM, to strengthen programs for children 0–5.
- Lead the development of the **Community Health Worker Hub in conjunction with funded partners** to expand family support and health access.

Program & Partner Support

- Serve as a key liaison to **First 5 Marin funded partners**, providing grant monitoring, technical assistance, and support for program development.
- Guide partners in **CalAIM implementation** and help align services across health, behavioral health, and community systems.

Data & Results Based Accountability (RBA)

- Oversee **data development and performance measurement** to track outcomes for children and families.
- Monitor and prepare report to the state.
- Provide coaching to partners on RBA and use data to inform program improvements and funding decisions.

Communications & Events

- Collaborate on **communications strategies** to highlight program impact and share success stories.
- Support planning and execution of **community events, partner convenings, and Commission meetings**.

Qualifications

- Bachelor's degree in public health, social work, early childhood, public administration, or a related field (Master's preferred).
- **3–5 years of experience** in program management, strategic planning, or data-driven initiatives in early childhood, public health, or nonprofit sectors.



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Job Description -Strategic Priorities and Impact Manager

- Strong **data analysis and reporting skills** with comfort in databases, Excel/Sheets, and data visualization.
- Knowledge of **Results Based Accountability (RBA)** or similar frameworks preferred.
- Excellent facilitation, relationship-building, and project management abilities across diverse stakeholders.

Compensation & Benefits

- Full-time, exempt position. Salary range: [\$90,000-\$115,000] with experience.
- Comprehensive benefits including health, dental, vision, retirement, and paid leave.
- Hybrid work schedule with required in-person meetings and events in Marin County.

For further information contact:
Maria Patricia Niggle, Executive Director
admin@first5marin.org

By Mail:
First 5 Marin
1050 Northgate Drive, Ste. 130
San Rafael, CA 94901
Or
Email to: admin@first5marin.org

Application close date is November 14, 2025