



EXECUTIVE DIRECTOR

ANNUAL BUDGET: \$3.9M

TOTAL STAFF: 27

ANNUAL SALARY: \$190,000 - \$220,000 DOE

LOCATION: Seattle, WA



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cooperhouse.org



Cooper House changes young children's lives and the trajectory of the entire family. Founded in 2010, Cooper House is a Seattle-based organization focused on early childhood development, infant and early childhood mental health, and family support. In addition to direct services, Cooper House strengthens the broader early childhood workforce through a professional development program.

Executive Director Opportunity

This is an extraordinary opportunity to guide one of the region's leading integrated infant and early childhood mental health organizations through a landmark transition to nonprofit status. As the Executive Director, you will help shape the future of Cooper House at a moment of significant possibility – building the infrastructure, funding, and visibility that will expand this life-changing care to more children and their families.

Cooper House seeks a relational, strategic, and mission-driven leader who believes that the earliest years of life shape a person's future. The next Executive Director will serve as both steward and change agent, honoring a deeply human, clinically excellent model of care while helping advance its reach and impact. This is a rare opportunity to lead an organization with a strong reputation, dedicated staff, and clear sense of purpose into its next chapter, while centering diversity-informed practice in all aspects of the organization's work.

The ideal candidate will bring a commitment to relationship-centered leadership, an appreciation for the transformative power of early intervention, and the ability to inspire others around a shared vision for children and families. They will serve as a compelling ambassador for Cooper House, translating its highly specialized clinical model into a clear and inspiring vision for funders, advocates, community partners, and families alike. Through thoughtful leadership and partnership, the Executive Director will help ensure that Cooper House continues to thrive as a trusted, innovative resource for the community while strengthening its capacity to meet the growing need for infant and early childhood mental health services and workforce development.



THE ORGANIZATION

Mission

Cooper House supports the social emotional development of young children and increases family well-being by partnering with caregivers to strengthen early relationships and by building the skills and effectiveness of the Infant & Early Childhood Mental Health (IECMH) workforce.

Cooper House works hard to create an environment where:

- Babies and young children feel valued and understood
- Parents feel successful and supported
- Parents and children build a relationship fueled by trust, enjoyment and mutual understanding.
- Professional colleagues experience support in their own skills and capacities as they work to help young children and families



Cooper House provides highly specialized therapeutic services for infants, toddlers, and young children ages zero to five — particularly children experiencing developmental, behavioral, emotional, or relational challenges — while partnering closely with parents and caregivers to foster healthy social-emotional growth. Through a unique integrated clinical model that combines mental health therapy and occupational therapy, Cooper House helps young children and their caregivers navigate complex challenges during the earliest and most formative years of life.

The clinical team works collaboratively to understand young children's needs and experiences from multiple lenses that include socio-cultural contexts, attachment relationships, development and individual differences, health/medical and adversity/trauma. Clinicians support children in developing regulation, connection, and coping skills while helping caregivers better understand and respond to their child's needs. Clinical Programs also include the Fussy Baby Network, a home visiting program designed to support families who are struggling with the challenges of caring for their babies during the first year of life.

At Cooper House, we value training and reflective consultation for providers working with families with young children, to support attuned, skillful and culturally competent services to families. Our signature training, FAN, or "Facilitating Attuned Interactions," is a communication model that supports home visitors, pediatric OTs and PTs, IECMH therapists, and other professionals to read and follow cues from caregivers about what is going on. The FAN model helps providers, supervisors, and caregivers be more attuned, effective, confident and capable, which in turn supports children feeling seen, understood, and supported.

Fast Facts

- Clinical Therapy: 100 families served annually
- Facilitated Attuned Interactions (FAN): 246 professionals trained and mentored in 2025
- Fussy Baby Program: 13 families served in 2025
- Reflective consultation: provided 233 hours of supportive consultation to other 0-5 professionals in 2025

Cooper House's other professional development program, Reflective Consultation, offers a regular monthly time for participants to slow down and think together with a facilitator about their experiences working with children and families. During Reflective Consultation, participants join with a consistent group of colleagues to experience support in the emotionally evocative work that they do; foster stronger connections with the children and families; and consider the child, supervisee, or the situation from various perspectives, always holding the child in mind. Cooper House offers training and consultation throughout Washington, Oregon, and Idaho.



As the organization converts from a for-profit corporation to a 501(c)(3) nonprofit, Cooper House is well positioned to expand access to its distinctive model of care and reach in the greater Seattle area, as well as access to training programs in Washington, Oregon, and Idaho.

Our Commitment to Greater Equity

Optimal development for children is only possible in a just and equitable community. We acknowledge the harmful impacts that systems of oppression have on children, families, and infant and early childhood professionals. Barriers keeping Black, Indigenous, People of Color, neurodivergent, transgender and other marginalized clients from reaching their full potential include racial trauma, health disparities, and lack of access to culturally competent resources.

We recognize that the Infant and Early Childhood Mental Health (IECMH) field emerged within the institutions and dominant culture of white supremacy and that many of its norms reflect those oppressive values. These norms have been and continue to be used to perpetuate segregation and oppression, stigmatizing the fear, anger, and grief of oppressed people and pathologizing the symptoms of trauma. Individual practitioners may come to the field with the sincere intention to relieve suffering, but we honor the difficult truth that unexamined practices continue to do harm.

At Cooper House, we hold ourselves accountable to eradicate oppression in our relationships, professional practice, and the systems we interact with. We commit to doing the hard work to move ourselves and Cooper House toward greater equity:

- Find and root out the unexamined IECMH practices that do harm.
- Build an organizational culture of anti-racism, feminism, intersectionality, accessibility, and trans-inclusion.
- Listen, honor, and respect the voices and experiences of those affected by injustice and inequity.
- Revise policies and practices with a commitment to embrace equity, which requires disruption of the status quo and a redistribution of resources.
- Hold curiosity, humility, hope, and courage as we build an equitable and just community.

THE POSITION

The Executive Director will lead Cooper House through a critical period of organizational transition, strategic growth, and community expansion. Reporting to the Board of Directors, the Executive Director will oversee organizational leadership, operations, fundraising, external relations, and strategic planning while ensuring that Cooper House's mission, culture, and clinical integrity remain at the center of all decisions.

This leader will work closely with staff and the Board to define and articulate a shared vision for Cooper House's future — one that balances thoughtful growth with the preservation of the organization's highly specialized and relationship-centered model of care. The Executive Director must be able to understand the big picture while translating strategy into clear priorities, measurable goals, and sustainable systems that support staff and clients.

Opportunities for Impact

- **Relationship Building:** Cultivate strong relationships with staff, families, funders, referral partners, the IECMH workforce, and community stakeholders.
- **Develop a Clear Vision for Long-term Sustainability:** Lead the successful transition from a for-profit organization to a thriving 501(c)(3) nonprofit. Partner with staff and the Board to define a thoughtful growth strategy that expands access to services without compromising program quality or organizational values.
- **Build a Diversified Funding Model:** Create and implement a fundraising and development strategy that strengthens financial stability and supports future expansion and long-term sustainability.
- **Strengthen Community Visibility and Partnerships:** Serve as a compelling ambassador for Cooper House by deepening relationships with referral partners, funders, community organizations, and early childhood advocates.
- **Expand Access and Equity:** Increase outreach to historically underserved families and communities while ensuring services remain inclusive, culturally responsive, and relationship-centered.
- **Support Organizational Infrastructure and Operations:** Modernize systems, clarify roles and processes, and strengthen operational capacity.
- **Elevate and Share the Clinical Model:** Help expand awareness of Cooper House's unique clinical model and explore opportunities for broader replication, training, and consultation.
- **Elevate and Share the Training & Consultation Programs:** Promote the training and consultation programs with new and different audiences, and support new partnerships with provider organizations and funders.



LEADERSHIP ATTRIBUTES AND EXPERIENCE



The ideal Executive Director will be both relational and decisive; someone who listens deeply, builds trust intentionally, communicates clearly, and can confidently guide the organization through complexity and change.

The successful candidate will bring a compelling combination of all or some of the following attributes:

- Demonstrated success leading organizational growth, transition, or transformation within a nonprofit or mission-driven environment.
- A deep alignment with Cooper House's mission and a belief in the transformative power of relationship-based care for very young children and their families.
- A collaborative and emotionally intelligent leadership style grounded in humility, trust-building, and transparency.
- Strong strategic planning, operational, and financial management skills.
- Proven fundraising and external relationship-building experience.
- Experience leading through change with steadiness, clarity, and compassion.
- A commitment to diversity, equity, inclusion, belonging, and culturally responsive practice.
- Exceptional communication skills with the ability to translate complex ideas into clear and actionable direction. Effective public speaking skills and comfortable being the face and voice of the organization.
- A reflective stance and genuine curiosity about learning from staff, families, and community partners.
- The ability to balance mission, people, and business realities while making thoughtful, timely, and informed decisions.
- Experience supporting high-performing teams and cultivating a healthy organizational culture.
- Comfort navigating complexity, ambiguity, and evolving organizational needs.

Preferred Qualifications

- Experience in infant and early childhood mental health, integrated care models, healthcare, behavioral health, or related human services environments.
- Experience transitioning an organization from for-profit to nonprofit status or building sustainable nonprofit infrastructure.



COMPENSATION & BENEFITS

This is a full-time salaried position with a salary range of \$190,000 - \$220,000, annually, DOE, requiring a willingness to work some evenings and weekends with occasional travel. This role requires frequent and regular in-person presence with staff, donors, and partners. Must be authorized to work in the United States.

Benefits

Cooper House offers generous employee benefits including:

- 100% Employer paid premium for employee and their dependents' medical insurance
- 4 weeks' Paid Time Off
- 1 week winter reset leave at the end of the year
- Paid holidays
- SIMPLE IRA with a 3% match
- Annual professional development fund
- Free transit pass
- Free parking



Equal Opportunity Employment

Cooper House is proud to be an equal opportunity employer, and our employment decisions are based on current needs, individual qualifications, and merit. Creating an environment where people feel comfortable, respected, and free from discrimination or harassment is a core part of who we are.

We do not discriminate against or tolerate harassment of anyone based on protected characteristics defined by federal, state, or local law. Our goal is to ensure a respectful and safe work environment for all employees.

Environmental Considerations

Cooper House has two locations that are 167 ft apart in Capitol Hill, Seattle. There are sidewalks in front of both locations, along with ramps built for strollers that are not designed for wheelchair use. One location has an elevator that accesses 3 floors but does not reach the top floor. The other 2-story location does not have an elevator. Reasonable accommodations will be provided if needed.

To Be Considered

If you're excited about this opportunity but don't check every qualification listed, we still want to hear from you, and we encourage you to apply.

This role will remain open until filled with a priority deadline of August 7, 2026. Candidate materials are reviewed continuously, and screening interviews with Valtas will begin on a rolling basis in early July. Cover letters (two pages or less) addressed to the Board of Directors, and a resume can be submitted to Valtas here: <https://valtasgroup.hire.trakstar.com/jobs/fk0zsa5>

You may direct questions to Amy Burton at Amy@Valtasgroup.com and Ed Rogan at Ed@valtasgroup.com.

Apply now