



Early Childhood & Policy and Program Associate

Michigan's Children has been advocating for good public policy for kids and families for decades. Kids and families are our passion and our future. We consider it an honor and a calling to get up every morning to advocate on issues that strengthen Michigan kids, youth and their caregivers!

This Associate will focus on issues related to early childhood systems in Michigan. We define these issues broadly, from prenatal to Kindergarten, early education & care, early abuse & neglect prevention through family supports, baby courts, early Childhood and maternal mental health, etc. We work on these issues in different ways – sometimes investing deeply and driving change, sometimes working systemically with partners, and sometimes just lending our voice. We use our resources strategically and aim to have an out-sized impact.

What you'll do:

- Monitor policy and legislation affecting children and families. We focus on state-level policy but also work with a wide range of national partners when the need arises – to make sure Michigan's kids and families are represented in the rooms “where it happens.”
- Research early childhood policy in other states to gather ideas and be ready to lead when they fit Michigan.
- Collect, evaluate and synthesize information related to public policy issues to create timely reports and briefs for policymakers, the media, advocates and the public.
- Build strong partnerships with other nonprofits with aligned interests and support advocacy from grass roots to grass tops.
- Speak to legislators individually and in legislative hearings, and present idea & facilitate discussions in meetings with partners and communities.
- Use an equity lens to ensure our work never loses sight of the most vulnerable, marginalized kids.
- Assist with programs (podcasts, webinars, candidate forums, and child/youth advocate forums, etc.)
- Many other things... We all pitch in.

Please have:

- Wide familiarity with early childhood issues and systems, and deep knowledge of at least one early childhood sector.
- Strong skills in research, writing and analyzing data. Data geeks and policy wonks will feel at home on our team!
- Strong working knowledge and/or experience in policy and state government processes including legislative processes, and advocacy.
- A knack for presenting complex issues in understandable ways for a wide range of audiences – within sometimes tight timelines.
- The ability to self-organize and multi-task across multiple issues.
- Good people skills including developing strong relationships with governmental departments, legislative staff and elected representatives.
- A bachelor's degree with a major in public policy, social science, or a closely related field. Lived experience will also be considered.



Nice to have:

- Strong preference for someone in the Lansing area or willing to relocate.
- Experience networking, managing events, and working in/building collaborative structures.
- An understanding of social determinants, ACEs, prevention, abuse, neglect, etc.

OTHER REQUIREMENTS: Must have reliable transportation and be able to travel throughout the State of Michigan. Position requires some travel (mostly day trips), and potential for occasional overnight stays.

Why join the Michigan's Children Team?

- Dynamic team and an opportunity to make an impact. We're passionate about working for kids and families. *If child & family policy isn't central for you, this probably isn't a good fit.*
- Excellent package of benefits, including employer-paid health insurance and a 401k plan.
- Full-time salaried position with a range of \$60,000-\$80,000. Starting salary commensurate with experience.

Research shows that marginalized groups of people may not apply for jobs unless they meet 100% of the qualifications. If you believe you could shine in this role, we encourage you to apply. We are committed to considering a broad array of candidates, including those with diverse workplace experiences and backgrounds. Michigan's Children is an Equal Opportunity Employer.

Instead of writing a standard cover letter, please send us a letter that answers these three questions: 1) How has early childhood been a central focus of your work/life? 2) What do you see as two urgent issues in early childhood in Michigan today? 3) Tell us one area you would be great at in this position and one area you would have to grow in. Email cover letter and resume to info@michiganschildren.org. ***Applications received by Wednesday, October 21st, 2026, will be prioritized***; applications received after that date will be reviewed on an as needed basis. No calls, please.