



position available

Position	Deputy Director, Recruitment and Selection, The Broad Academy
Schedule/Status	Full-Time
Duration	Permanent
Location	Los Angeles
Reports to	Senior Director, Recruitment and Selection

About the Organization

The Broad Center is a nonprofit organization that engages and supports talented leaders from across America to transform urban public school systems. For generations, Americans have called public education “the great equalizer.” But in too many places, our school systems are not living up to that promise. Instead, outdated, inefficient bureaucracies too often exacerbate inequities and get in the way of good teachers' ability to do great work. Driven by the belief in the power of public education and inspired to make a difference, a growing network of experienced leaders and managers are taking on the challenge. The Broad Academy and The Broad Residency in Urban Education empower these professionals to put their skills and know-how to work making student learning the primary driver of every central office dollar and decision. By targeting resources where they are needed most, efforts of Broad Center alumni are helping improve the learning outcomes and life chances of the students they serve. In public school districts, charter management organizations and state and federal departments of education, more than 500 members of The Broad Center’s alumni network are working with educators, parents and community leaders to help their schools soar. Regardless of the setting, for each one of them, the goal is the same: Make public education systems more effective, more efficient and more equitable so that every student receives a world-class education. For more information, visit our website at www.broadcenter.org.

About the Position

This is an ideal opportunity for someone with a passion for increasing student achievement for children across this nation by transforming urban public education systems. This position reports to the Senior Director, Recruitment and Selection and will be involved in the development and execution of recruitment, marketing and selection strategies and practices for the Academy.

The ideal candidate is strategic and results-oriented, excels at critical thinking, possesses an analytical mindset and has exceptional interpersonal and executive recruiting skills. S/he will have a track record of building quality relationships with senior executives, whether in education or in other fields. The candidate must be a highly motivated individual who takes initiative, is deeply committed to diversity, and wants to positively impact the lives of millions of children by improving K-12 public education. This position is an individual contributor role based in Los Angeles, CA. Travel required for the position is approximately 30%.

Responsibilities Include

Responsibilities include, but are not limited to:

- Assist with the development, planning and execution of a national recruitment strategy targeting senior executives
- Proactively develop and execute multiple effective outreach efforts that market the program and ensure diversity in the candidate pool
- Attract and cultivate senior executive candidates through all phases of the process, including counseling and inspiring individuals regarding their potential for large scale impact
- Actively participate in the development and execution of a rigorous national selection process
- Proactively build and lead multiple strategic relationships and partnerships that generate positive brand awareness for the Academy
- Drive continuous improvement using critical thinking and analytical skills in all aspects of the work
- Conduct research and collect and analyze data to inform recruiting practices and strategies that drive program success
- Other duties as required to ensure The Broad Center achieves its mission

Qualifications

- A strong personal connection to our mission, which is to support leaders who will transform school systems, raise student achievement, and improve the lives of millions of children
- Demonstrates a growth mindset, love of learning and constantly seeks challenges
- At least eight to ten years of professional work experience
- Bachelor's degree required, graduate degree preferred
- Demonstrated track-record of successfully recruiting, hiring, and/or placing diverse senior executives
- Demonstrated success and experience in accurately evaluating and assessing talent to rubrics, profiles, etc.
- Able to simultaneously plan and execute multiple complex projects
- Excellent judgment and a high degree of emotional intelligence
- Strong analytical skills
- Highly motivated with the ability to quickly pivot and adapt to change
- Experience utilizing social media and web-based tools to recruit preferred
- Knowledge of and experience with Salesforce preferred
- Excellent written and verbal communication skills

Employment is contingent upon a thorough background and reference check. You must be legally entitled to work in the United States.

Compensation

Salary for this position is competitive and commensurate with experience.

Exempt vs. Non-Exempt

Exempt

To Apply

Please visit: <http://dwinc.applytojob.com/apply/hsRC0X/Deputy-Director-Recruitment-And-Selection-The-Broad-Academy?source=TBC+Website>

An Equal Opportunity Employer

The Broad Center does not discriminate on the basis of race, color, religion, ethnic or national origin, age, disability, gender, sexual orientation or other characteristic covered by law with regard to employment opportunities. We will only contact applicants chosen for further consideration.

Date Posted

December 2016