



position available

Position	Managing Director, The Broad Residency
Schedule/Status	Full-Time
Duration	Permanent
Location	Los Angeles
Reports to	The Broad Center's Executive Director

About the Organization

The Broad Center for the Management of School Systems is a nonprofit organization that recruits, trains and supports talent 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 Instead, outdated, inefficient bureaucracies too often exacerbate inequities and get in the way of good teachers' ability to do great work.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 prepare 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 even 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.

Core Beliefs

We are driven to do this work because every child, everywhere, is worthy of a public education that prepares her for a future of limitless possibilities. Our programs and our work are built around the following beliefs.

Public education is the foundation of a just and thriving society.

Education unlocks opportunity and economic freedom, and it empowers our youth to reach their full potential. Strong, productive schools promote strong, productive communities that are better able to overcome challenges and shape their future.

Every young person deserves a well-rounded, high-quality education.

Access to great public schools is a basic right, not a privilege.

All students can succeed.

Young people from every background and community can graduate high school with the tools necessary for them to realize their dreams — in college, in careers and in life. We know that when they are taught to high levels, all youth can achieve at high levels. It's our

responsibility to organize public school systems to expect nothing less and provide the supports that give every student that chance.

Excellent public education is rooted in equity.

We have a moral obligation to deliver equal opportunities to every child who enters the doors of our public schools, regardless of ZIP code or circumstance. Successful school systems are structured to meet the needs of all young people — particularly low-income students, students of color, students with disabilities and English language learners — and help them to soar academically.

Leadership is critical to building and sustaining successful school systems that work for all students and treat everyone with dignity and respect.

Strong servant leaders work from the bottom up and from the outside in, inspiring others to act on behalf of all young people, particularly those with the greatest needs. These leaders know there is no single set of solutions that works for every system. So they orient their organizations to listen to and learn from those they seek to help, dismantling barriers to equality and creating healthy working and learning environments for educators and students.

The Broad Residency in Urban Education

The Broad Residency in Urban Education (TBR) matches talented professionals with management roles in public education systems throughout the nation. The program also identifies current management talent within public education and brings both groups together for a unique two-year learning experience that includes earning an accredited master's degree in educational leadership upon graduation.

The two-year program includes eight in-person sessions in various locations across the country. In between sessions, participants complete rigorous coursework, including robust preparatory activities tied to upcoming session topics and independent projects for a personalized learning plan. The Broad Center covers program and travel expenses.

About the Position

In addition to joining the Center's senior leadership, the Managing Director will lead the overall strategy and management of TBR and its high-performing, highly dedicated team. This impactful and far-reaching MD will assist in the recruitment and selection of talented and passionate systems-level education leaders in and outside of the field, the identification of supervisors and roles where they can both grow and make an impact, and deliver cutting edge coaching, curriculum and support to those leaders during the Residency and beyond.

The Broad Residency is facing an exciting inflection point. Last year, the Residency launched its largest cohort of Residents and will continue to grow its cohorts even further in future years. This growth phase will present new opportunities to have an even greater impact in the education sector and will require new strategies to maintain exceptional program quality along the way. The Managing Director will play a critical role in this process.

This is an extraordinary position for a leader who is passionate about the role that outstanding leadership and management plays in improving public education and who possesses the ability and expertise to read the broader landscape and connect meaningful content with real-time challenges that leaders (most of whom are new to K-12 public education) are facing in their work. This will require a strong strategic mindset, a collaborative orientation, a dedication to continuous improvement, sensibilities around adult learning and, above all, a commitment to the Broad Center's mission and core values.

Responsibilities Include

The statements in this description represent typical elements, criteria and general work performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the job.

In terms of organizational leadership, the MD will:

- Serve as exemplar of organizational values and proactively contribute to the professional community;
- Serve as a member of The Broad Center's senior leadership team to provide guidance and direction for the organization's strategic growth and development;
- Lead cross-team and/or organization-wide initiatives as necessary;
- Represent the Broad Residency program to The Broad Center's Board of Directors; and
- Represent The Broad Center and the Broad Residency program externally to potential candidates, faculty and presenters, media, partner organizations and others in the K-12 education sector.

In terms of Broad Residency program vision, management and execution, the MD will:

- Set the overall vision, strategy and programming for current and future Residency cohorts;
- Manage the \$7M annual budget to achieve goals with strong fiscal management and responsibility;
- Build and maintain relationships with key faculty, expert practitioners and coaches across the country;
- Strategically engage with Residents and alumni to solicit feedback and provide customized support and ongoing development to increase impact; and
- Build and maintain strong relationships with Broad Center network members to assess needs and strengthen the Residency program and other Broad Center initiatives.

In terms of Broad Residency team leadership, the MD will:

- Lead and manage the 14-person team to high performance, including four direct reports;
- Create and implement team strategy and goals for TBR;
- Lead the team to recruit and select annual cohorts of 70+ (growing to ~100) talented leaders for the Residency;
- Manage the team to develop and implement academically rigorous and relevant professional development sessions and independent learning activities;
- Lead cycles of evaluation and strategic planning to enable the team to innovate for continuous improvement; and
- Other duties as required to ensure the Center achieves its mission.

Experience

The successful candidate will have roots in the education sector, a well-established national network with education leaders in a variety of settings, experience leading and developing high performing teams, and the gravitas and presence to immediately build credible, authentic relationships both internally and externally. In addition, the MD must possess the following:

- At least 15 years of professional work experience;
- Experience building and maintaining effective, critical friend relationships with senior leaders;
- Experience with leadership development and deep understanding of adult learning;
- Experience setting and managing a budget;

- Proven ability to set vision, direction and strategy for a team, often exceeding expectations;
- A history of operational excellence, including experience building out new systems and processes to continue to improve efficiency and functionality of internal systems; and
- A Bachelor's degree.

Ideally, the successful candidate will also:

- Bring experience working in a school district, charter school network or state education agency;
- Possess a deep understanding and familiarity with the roles, challenges and opportunities of school system leaders in local and state systems; and
- Possess a graduate degree.

Skills

The successful candidate must possess the following skills:

- The ability to develop strong internal and external relationships through communications across a range of stakeholders;
- Top notch management skills, including a track record of managing teams and individuals to high performance, often engaging multiple strategies to engage and develop team members;
- Excellent verbal and written communication skills;
- The ability to work in a fast-paced, deadline-driven environment, often managing multiple tasks/projects/processes simultaneously;
- The ability to balance autonomy and accountability, always holding self to high expectations;
- Strong quantitative and qualitative analytical skills; and
- The ability to use technology in a productive and efficient way; experience with Salesforce a plus.

Attributes

The successful candidate must possess the following personal attributes:

- Passion and demonstrated commitment to transforming K-12 public education;
- Demonstrates a growth mindset and constantly seeks challenges;
- Commitment to continuous evaluation and improvement;
- Exceptional judgment and critical thinking;
- Willingness to do what is necessary to get things done; no job is too big or too small;
- Commitment to respond well to feedback and adjust accordingly; and
- A high degree of personal and professional integrity.

Compensation

Salary for this position is competitive and commensurate with experience.

Exempt vs. Non-Exempt

Exempt

To Apply

www.broadcenter.org/who-we-are/join-our-team

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

April 2017