



Executive Director

Location: Remote

About Deans for Impact

Deans for Impact, a non-profit organization established in 2014 to ensure that every child is taught by a well-prepared teacher, seeks a strong leader to serve as the organization's next Executive Director. Deans for Impact brings together leaders from educator-preparation programs who want to change the way they prepare beginning teachers and are compelled by their interest in making a positive impact on education outcomes for children and youth. Deans for Impact helps these leaders transform their programs through evidence, including our best scientific understanding about how students learn; supporting them to sustain changes over time; and building their capacity to influence policy. The Executive Director leads the development and execution of the strategy for achieving the organization's vision.

As Deans for Impact's second leader since its founding, the ideal candidate will lead the organization into its next phase as a strong, sustainable, and vital organization. The successful Executive Director will be responsible for leading the organization and its operations, managing external partnerships, and serving as the primary point of contact with the Board of Directors. The Executive Director will work with a highly capable team of professionals to set key priorities to address the myriad challenges facing education today, particularly those facing teacher preparation programs, many of which are housed in institutions of higher education. This work requires a courageous and tough-minded leader capable of identifying risks and opportunities to the organization as well as strategies to mitigate risks. Of particular importance to the organization and its work is having a substantive impact on the historic barriers to inclusive educator-preparation. This will require a focus on enhancing diversity and promoting practices that result in equitable opportunities and outcomes for teachers and their students.

Deans for Impact believes that a great workplace is one where you are inspired by your colleagues, and deeply engaged in your work every day. We are guided by six core values:

- **Model professionalism** – We seek out feedback and foster growth through honesty and humility.
- **Design for inclusivity** – We fight racist policies and ideas, including those that have been embedded in our U.S. education system.
- **Be good stewards** – We care deeply about our culture and our colleagues, and support each other with grace and understanding.
- **Practice good pedagogy** – We create learning environments where all voices are heard; gather evidence to inform our decisions; and design learning activities with the end in mind.
- **Always seek solutions** – We are nimble in developing solutions to problems and testing them, and then we iterate based on what we've learned.
- **Transform the system** – We take risks to create transformative change, and we're not afraid to fail.

Core Responsibilities of the next Executive Director of Deans for Impact will include:

- **Organizational leadership.** Our leader will ensure that our mission and vision are clearly articulated and understood, and inspire commitment among staff, funders, and EPP partners. You embody our values and are a partner with other senior leaders as we build the diverse and talented team needed to achieve our mission. You will define – and lead our team to meet – clear success outcomes on an annual and ongoing basis. As our Executive Director, you assume responsibility for the overall organizational health of Deans for Impact through oversight of all programming, strategy, and operations, as well as supervision of senior leaders in the organization.
- **External partnerships.** Our Executive Director will raise the visibility of Deans for Impact’s programmatic offerings and cultivate a pipeline of external partners and fee-for-service opportunities aligned with Deans for Impact’s mission and strategy. You will enlist funders to invest and other partners to raise the visibility of the work of Deans for Impact.
- **Communication.** Our leader takes charge of communications about Deans for Impact as an organization, ensuring that the mission, vision, and major undertakings of the organization are understood as broadly as possible among stakeholders and potential clients and partners. You will communicate the value of Deans for Impact to the public and evangelize about opportunities, supported by evidence, for transforming educator preparation through equity-driven instructional improvements grounded in learning science.
- **Programs.** Our Executive Director collaborates with Deans for Impact’s Vice President of Programs to envision and champion programmatic offerings that further the institution’s strategy, impact, and connection to the field.
- **Fundraising.** Our Executive Director collaborates with Deans for Impact’s Vice President of Strategy to initiate, expand, and diversify relationships with philanthropic partners and to secure funding on an annual basis.
- **Board Development and Engagement.** Our leader has a keen focus on building a board that will help sustain the organization. You’ll maintain regular and ongoing communication with the Board of Directors ensuring effective governance while cultivating new board prospects as we expand the influence and visibility of Deans for Impact’s board.
- **Organizational operations.** It is critical for our Executive Director to oversee development of systems and structures to align people, processes, and culture to ensure efficient and effective use of organizational resources. You’ll champion equity and inclusion in internal processes and culture and external programming.

Competencies and Qualifications:

We expect that candidates who are a strong fit for this role will show evidence of the following competencies and qualifications:

Experience

- Experience in organizational leadership required; Track record of collaboration with nonprofit board of directors, board of trustees, or other governance entities preferred
- Experience leading from a commitment to equity with a track record of impactful results

- A track record of successful development, fundraising, strategic partnerships and fee-for-service models, foundation philanthropy, or other relevant revenue generation required
- Demonstrated experience with educator-preparation programs required; Experience with other professional learning for educators preferred
- Past experience as an educator and/or instructional leader in K-12 education or other relevant experience with or exposure to the field of K-12 education required
- A track record of effective people and program leadership including management of remote or distributed teams required

Skills & Knowledge

- Leadership competencies such as emotional intelligence, capacity to build investment and lead through influence, enthusiasm for feedback and diversity of perspective, and other adaptive leadership traits
- Expertise in effective professional learning for educators, adult learning, and other relevant best practices required
- Insight into the educator-preparation landscape including traditional higher education institutions, alternative certification organizations pathways, and other relevant stakeholders in the field of educator preparation required
- Knowledge of relevant policy issues and advocacy preferred

Mindsets

- Commitment to Deans for Impact's mission and core values
- Service leadership orientation and a strengths-based perspective
- Solution orientation and a commitment to impact

Other Qualifications

- Advanced degree in education or other relevant field
- Authorized to work in the U.S.

How to Apply

Please submit your application for the Executive Director position [here](#). If you have any questions, feel free to reach out to our talent consultant, Mike Jolley, at mike.jolley@gmail.com.

At Deans for Impact, we believe that diverse perspectives and backgrounds create a rich work environment and enhance our ability to pursue our mission. We hope you will join us as we continue to build an organization where people from all backgrounds are welcomed and all identities are affirmed. Deans for Impact encourages applicants of all backgrounds and identities to apply for roles that align with their interests and career trajectory. If you meet a majority of the qualifications and see yourself in this role, we would love to see your application and read your letter of interest.

Deans for Impact provides equal opportunity in employment without regard to race, color, ethnicity, religion, gender, sexual orientation, national origin, disability, age, marital status, military status, pregnancy, or parenthood.