



Position: Senior Manager, Texas

Position Summary

Reporting directly to the Texas Director, you will lead partnerships and work closely with your teammates to create high-autonomy, high-accountability Zones/networks of empowered public schools. You will support the cultivation of partnerships, lead the execution of Zone design projects, and play a key role in the growth of our impact across Texas. You will receive coaching and mentorship from experienced leaders in education and non-profit management. This position is based in Austin, TX and applicants must be willing to travel up to 30% of the time to support our work on-the-ground in districts across the state.

Who We Are

Empower Schools partners with communities to help them get the schools they want with the results students need. We develop solutions that combine the autonomies and energetic innovation of charters with the critical commitment to universal service and local voice that have been hallmarks of districts. Empower works with policymakers, district and community leaders, and educators to fundamentally re-engineer traditional school systems into diverse education ecosystems centered on empowered and accountable schools. Empower has led successful efforts in Lawrence (MA), and is the design and launch partner for the groundbreaking Springfield Empowerment Zone Partnership (MA), three innovation zones in Denver, CO, and Transformation Waco (Waco, TX). Visit us at www.empowerschools.org.

Who You Are

You are a fast learner with a thirst for knowledge and are excited by developing creative solutions to challenges encountered at the school and system levels. Big ideas and even bigger challenges excite you. You are familiar with the challenges facing K-12 urban education and have applied your analytical and creative problem-solving skills to address them or similar challenges. You are able to take ideas and solutions from brainstorming to fruition, while engaging and incorporating the perspectives of others. You enjoy working individually and as part of a team and are able to quickly and effectively build strong relationships and influence others with your ideas. Your resourcefulness and communications skills are matched only by your strong project management skills that allow you to develop and implement complex projects involving multiple stakeholders and tight deadlines to high standards. You thrive in a rapidly-evolving entrepreneurial environment, you make time to reflect on your work in order to continually improve your



effectiveness, you know how to self-advocate in order to get the support that you need, and can keep it all in perspective with a strong sense of humor. In short, you are a strong generalist with a broad skill-set, who can support a wide range of projects.

How You'll Help

Lead Zone design partnerships with new communities

- Develop and cultivate productive and professional working relationships with potential district and community partners
- Facilitate conversations and develop materials to clearly explain the Zone model to diverse local stakeholders in these communities
- Work closely with local stakeholders at the state, district, community, and school levels to guide them through a process to design a Zone/network that meets local needs
 - Serve as overall project manager for multiple communities; successfully manage and track workflows and activities of staff, consultants, and partners as required for successful execution
 - Lead the creation of clear and compelling written deliverables to enable Zone approval and facilitate Zone strategic planning (e.g., application documents for district or state authorization, concept papers, strategic plans)

Support Zone implementation

- In consultation with Empower staff and local partners, spearhead establishment of new Zone entities and support identification and onboarding of Zone board and staff
- Support Zone/network boards and staff teams to build and execute systems for effective governance, school performance management, autonomous school planning, and customized school support
- Connect Zones/networks to experts and partners with expertise in their areas of need (e.g., talent pipelines, high-quality professional development, communications)
- Ensure smooth relationships between Zone (including board and staff) and important stakeholders including district leaders, state departments of education, and civic and community representatives
- Collaborate with district and Zone partners to collaboratively develop partnership plans aligned with local context (including but not limited to developing proposals, project plans, and budgets)

What You've Done

- At least 3-5 years of work experience
 - Educational expertise required



- Consulting and strategic planning work preferred
- Experience in Texas preferred
- Demonstrated interest in education reform and strong alignment with the goals of Empower Schools
- Track record of taking initiative to successfully manage complex projects involving multiple stakeholders
- Must be articulate, tactful, and able to successfully manage stakeholder relations with partners, external organizations, policy makers, and education leaders
- Possession of an entrepreneurial mindset (i.e., flexible, resourceful, and creative) and deep motivation to drive toward high-quality outcomes with a consistently positive attitude
- Excellent written and oral communications skills, including the ability to translate ideas into clear, compelling documents (e.g., in PowerPoint and Word formats)
- BA/BS required, advanced degree preferred

Salary and Benefits

Salary is commensurate with experience. Empower Schools offers a comprehensive benefits package.

Application

Interested and qualified applicants should send a cover letter and resume to careers@empowerschools.org. Please note Senior Manager - Texas in the subject line of your e-mail and please save your attachments using the following convention: LastName_FirstName_CoverLetter and LastName_FirstName_Resume.

We support equal opportunity and value building the diversity of our team as we grow. We seek individuals of all races, ethnicities, abilities, and creeds to support our organization's work and encourage applications from traditionally under-represented backgrounds.