

## Position: Senior Manager (June 2020 start)

Boston, MA or Austin, TX

### Position Summary

As a Senior Manager at Empower Schools, you will work closely with your teammates to build state-level movements to empower educators to better serve students and families through the creation of high-autonomy, high-accountability Empowerment Zones. You will set and implement strategy, cultivate partnerships, execute Zone design and implementation projects, and grow our ability to positively impact traditionally underserved students while receiving coaching and mentorship from experienced leaders in education and non-profit management.

This position is based in Boston, MA or Austin, TX and applicants must be willing to travel up to 30% of the time to support our work on-the-ground in districts and states across the country. The start date for this position is June 2020.

### 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 partnered with communities to design and launch Transformation Waco (Waco, TX), the Leadership Academy Network (Fort Worth, TX), the Rural Schools Innovation Zone (Premont, Freer, and Brooks County, TX), the Lubbock Partnership Network (Lubbock, TX), the Springfield Empowerment Zone Partnership (Springfield, MA), the Luminary Learning Network Innovation Zone (Denver, CO), the Northeast Denver Innovation Zone (Denver, CO), the Beacon Network Innovation Zone (Denver, CO), the South Bend Empowerment Zone (South Bend, IN) and the Consortium Partnership Network, (St. Louis, MO). Visit us at [www.empowerschools.org](http://www.empowerschools.org).

### Who You Are

You are inquisitive and 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 is interested in learning and growing your skills while working with a dynamic team on a wide range of projects.

## How You'll Help

As a Senior Manager, you will play a key role in advancing the work of Empower Schools by setting and driving Zone strategy and managing an array of relationships and work streams crucial to Zone development and implementation. Your work will vary based on the needs of Empower and Zones over time and will include the following:

### **Facilitate Zone strategy development and implementation**

- Set Zone vision and strategy in partnership with diverse stakeholders by effectively engaging the community and bringing knowledge and frameworks to bear on the work
- Ensure a smooth transition to the Zone structure by supporting Zone staff and board members to build and execute systems for effective governance, school performance management, autonomous school planning, and customized school support
- Develop content and messaging to explain clearly the Zone strategy and model to various local stakeholders

### **Oversee partnerships and stakeholder relationships**

- Develop and cultivate productive relationships with current and potential district and community partners
- Identify and recruit critical enabling partners, educators, and resource providers
- Support the recruitment and training of initial Board and Zone leadership team members

### **Manage multi-year projects**

- Develop frameworks and project plans for key Zone deliverables and initiatives
- Serve as overall project manager by successfully managing multiple project timelines and tracking workflows and activities of staff, consultants, and partners as required for successful execution

### **Provide support to Empower Schools on other initiatives, as needed**

- Seek out and embrace additional opportunities to expand Empower's Impact: as an entrepreneurial organization in a highly dynamic environment, we anticipate other leadership opportunities to arise over time that have the potential to influence the organization's direction in important ways and are aligned with the background and interests of the Senior Manager

## Qualifications

- Strong alignment with the mission of Empower Schools
- At least 4 years of relevant work experience
  - Educational expertise strongly preferred; consulting and strategic planning work preferred
- Exceptional strategic thinking and problem-solving skills, including the ability to think creatively
- Track record of taking initiative to successfully manage complex projects involving multiple stakeholders
- Ability to successfully manage stakeholder relations with partners, external organizations, policy makers, and education leaders
- An entrepreneurial mindset and ability to thrive in a fast-paced, rapidly changing environment
- Excellent written and oral communications skills, including the ability to translate ideas into clear, compelling messaging and build consensus among diverse stakeholders
- Consistently positive attitude with a demonstrated interest in education reform and drive toward high-quality outcomes
- Bachelor's degree required and advanced degree highly preferred

## Salary and Benefits

The salary for Senior Managers starts at \$80,000 per year, with opportunities for meaningful advancement for successful team members every 2-3 years. Empower Schools offers a comprehensive benefits package, including health and dental insurance, retirement benefits, life and disability insurance, and flexible spending accounts.

## Application

Interested and qualified applicants should send a cover letter and resume to [careers@empowerschools.org](mailto:careers@empowerschools.org). Please note Senior Manager in the subject line of your email and mention where you would prefer to be based for the role. 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.*