

EXECUTIVE DIRECTOR

Overview

The Education Equality Project (EEP) is a national, non-partisan advocacy group focused on closing the achievement gap and bringing equity to the U.S. public education system.

EEP's mission is to close the racial and ethnic achievement gap in U.S. public schools and to increase academic opportunities and improve achievement for *all* students. Our principles emphasize effective teachers and leaders, true accountability, and expanded choice. To meet its ambitious goals, EEP employs a number of strategies:

- EEP advocates for regulatory and financial policy changes both locally and nationally.
- EEP seeks to encourage and facilitate the efforts of local communities to demand equal educational opportunities and bold reforms by partnering with local organizations and providing comprehensive capacity building supports.
- EEP brings political muscle to the fight for education equality by allying with and supporting courageous reformers within the Administration, Department of Education, and Congress.
- EEP works locally – in targeted communities across the country – with elected officials, education leaders, and reform groups.

Founded in 2008, EEP is led by a [Board of Directors](#) comprised of key political, education, and civil rights leaders from across the country. Our Board is co-chaired by Joel Klein (Chancellor, NYC Public Schools), Michael Lomax (President and CEO, United Negro College Fund – UNCF), and Janet Murguía (President and CEO, National Council of La Raza).

The Position

Reporting to the Board of Directors, the Executive Director will have overall strategic and operational responsibility for EEP's staff and consultants, strategy, programs, expansion, and execution of its mission. The Executive Director will be the linchpin between the Board, EEP staff, and the broader group of stakeholders in the education reform field (including EEP's funders and [signatories](#)).

As EEP is transitioning to focus more on building the capacity of local partners, the Executive Director should be prepared to develop and implement initiatives to provide organizing, financial, media, and political assistance to support locally driven organizations and reform campaigns.

Specifically, the Executive Director will focus on the following areas:

Leadership & Management:

- Create clear priorities and strategies for measurable impact
- Ensure ongoing excellence and consistent quality of finance and administration, fundraising, communications and systems; recommend timelines and resources needed to achieve the strategic goals
- Actively engage and energize EEP Board members, partners, signatories, funders, and prospective funders
- Develop, maintain, and support a strong Board of Directors: serve as ex-officio of each committee, seek and build board involvement with strategic direction for both current activities as well as for the rollout of the new strategy
- Recruit, lead, coach, develop, and retain a high-performing senior management team

- Ensure effective systems to track progress and policy victories and regularly evaluate program components, so as to measure successes that can be effectively communicated to the Board, funders, and other constituents

Planning & New Initiatives:

- Expand key national activities and partnerships
- Implement a process for EEP to identify and select key target local communities and issues to focus on
- Build partnerships with the funders, educators, and political and community leaders in those target communities
- Be an external local and national presence that publishes and communicates EEP's positions, activities, and results with an emphasis on the successes of the local communities as models for replication

Fundraising & Communications:

- Devise and expand fundraising activities to support operations and activities
- Deepen and refine all aspects of communications – from web presence to external relations with the goal of creating a stronger EEP brand
- Use external presence and relationships to garner new opportunities

Reform Movement Building

- Serve as a catalyst for new ideas for achievement gap-closing solutions to education policy problems
- Work with diverse groups of advocates, professionals, educators, parents, entrepreneurs, organizations, funders, and others in the field to understand and build awareness of emerging education reform issues and opportunities
- Use EEP's convening power and reputation to cultivate buy-in from the Board, funders, and other key stakeholders to pursue advocacy of these solutions and opportunities to political leaders
- Work with political leaders to inform policy by staying abreast of trends, practices, laws, developments in technology and other related aspects of education reform policy

The Candidate

The Executive Director will be thoroughly committed to EEP's mission of closing the racial, ethnic, and economic achievement gaps in order to sustain our democracy by organizing and mobilizing local communities to make critical changes in cities and states across the country. All candidates should have proven leadership, fundraising, and campaign, relationship, and project management experience as well as a demonstrated passion for education reform. Concrete demonstrable experience and other qualifications include:

- Advanced degree in a relevant discipline (e.g., education, policy, business, law)
- At least 10 years of senior management experience in the advocacy, civil rights, community organizing, education, and/or nonprofit fields
- Track record of effectively leading and/or scaling a performance- and outcomes-based organization
- Ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth
- Leadership experience in the civil rights, community organizing, and/or nonprofit education reform sector and/or public school systems
- Excellence in organizational management with the ability to coach staff, manage and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- Past success working with a Board of Directors with the ability to cultivate existing board member relationships
- Past experience forging and managing partnerships involved multiple organizations
- Strong ability to engage a wide range of stakeholders, including funders

- Exceptional written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills; ability to present EEP successfully and dynamically in a range of settings and to a wide range of audiences
- Action-oriented, entrepreneurial, adaptable, and innovative approach to strategic planning and implementation
- Ability to work effectively in collaboration with diverse groups of people.
- Passionate, idealism, entrepreneurialism, flexibility, integrity, positive attitude, mission-driven and self-directed
- Demonstrated passion for and personal commitment to education reform

Location

EEP is currently headquartered in New York City; though, the Executive Director’s location may be flexible.

Compensation

EEP is prepared to offer an attractive compensation package. EEP is an equal opportunity employer.

How to apply

More information about the Education Equality Project can be found at: www.edequality.org.

Interested candidates are encouraged to apply as soon as possible; applications will be reviewed on an ongoing basis. Applications including a cover letter describing your interest and qualifications and your resume should be sent to: info@educationequalityproject.org.