

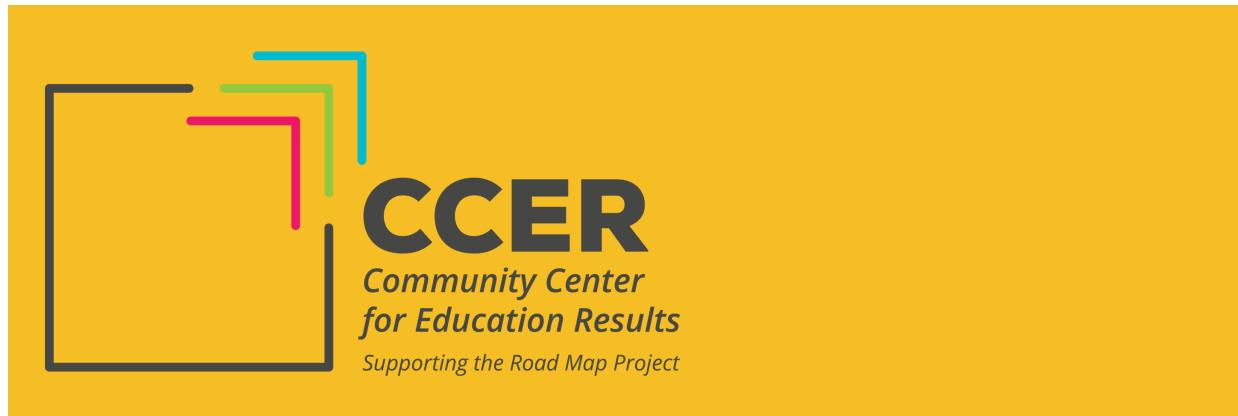
JOB DESCRIPTION: EXECUTIVE DIRECTOR

ABOUT THE ROLE

The Executive Director of the Community Center for Education Results (CCER) provides vision, strategic leadership, fiscal development, and organizational management for CCER, a nonprofit organization supporting the regional collective impact initiative called the [Road Map Project](#). CCER works to impact student and community-driven outcomes for education equity from early learning through postsecondary. In collaboration with partners, CCER provides a system-building support role to the numerous organizations and community leaders working to achieve the Road Map Project goals. An effective Executive Director will be a strong relationship-builder who develops critical, cross-sector connections and finds opportunities for sustaining impact in state and local education policy.

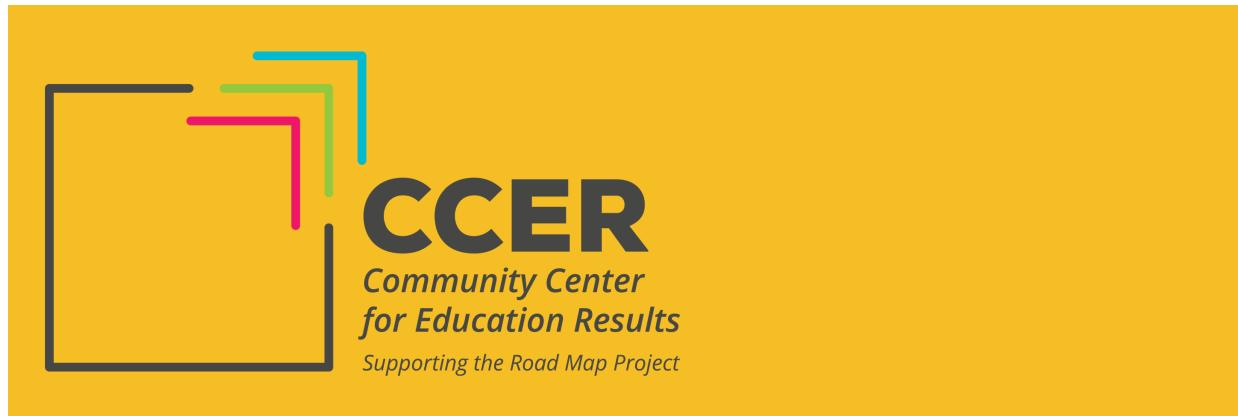
ABOUT CCER AND THE ROAD MAP PROJECT

CCER is a 501(c)(3) nonprofit organization established in 2010 to support the Road Map Project—a collective impact initiative to improve student achievement from cradle through college and career in seven King County, Washington school districts: Auburn, Federal Way, Highline, Kent, Renton, (South) Seattle, and Tukwila. CCER provides communications, convening, continuous improvement, community engagement, and data and research supports for Road Map Project partners and our region's communities. Through multisector collaboration with hundreds of organizations and individuals, the Road Map Project aims to increase equitable policies and practices in education systems to eliminate the opportunity and achievement gaps, and for 70 percent of the region's youth to earn a college degree or career credential by 2030.



EXPECTATIONS OF THE ROLE

- Responsible for overall operations, budget, grant-funded initiatives, and personnel management; ensuring financial integrity for the organization
- Creates and maintains a positive culture of support, growth, and improvement, resulting in high employee satisfaction and retention
- Provides strategic vision for CCER and supports alignment among partner organizations for the Road Map Project
- Works closely with the Road Map Project Community Leadership Team
- Manages organizational processes to achieve strategic plan objectives
- Advances CCER's work in becoming an anti-racist organization
- Supports community engagement capacity within the organization
- Creates and executes fundraising strategies to ensure sustainability for CCER and for key regional priorities aligned to the Road Map Project goals
- Utilizes deep knowledge of local education systems, policies, and research from early learning through postsecondary for system-level improvements



DESIRED SKILLS, ATTRIBUTES & EXPERIENCE

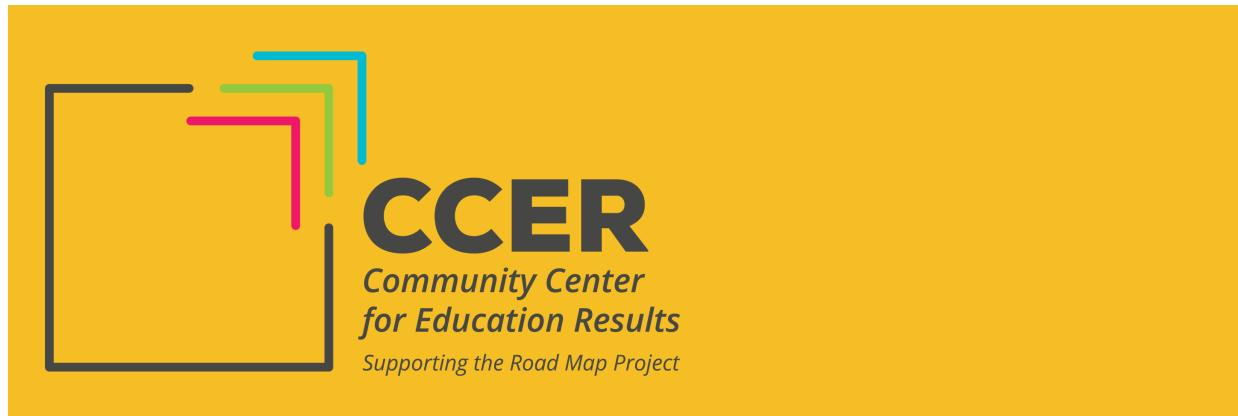
Leadership Grounded in Racial Equity

- Demonstrates a commitment to the Road Map Project's goals, vision, values, and theory of change
- Possesses a deep understanding of and the ability to identify the systemic barriers that underlie disparities in education outcomes
- Ensures foundational principles of racial equity are foundational to every aspect of the work
- Leads with humility and has a strong understanding of cross-sector power dynamics
- Understands data is not neutral and equally values narrative and lived experiences as tools for strategy and improvement

Organizational Development

- Has more than ten years of experience successfully leading complex teams within the nonprofit and public sector, preferably working in (or with) public education systems
- Inspires confidence with staff and has extensive management experience, including supporting highly effective teams and elevating staff and partner-led initiatives
- Approaches the work with a mindset of learning and continually improving
- Experience supporting staff professional development and cultivating staff innovation





Fund Development and Fiscal Management

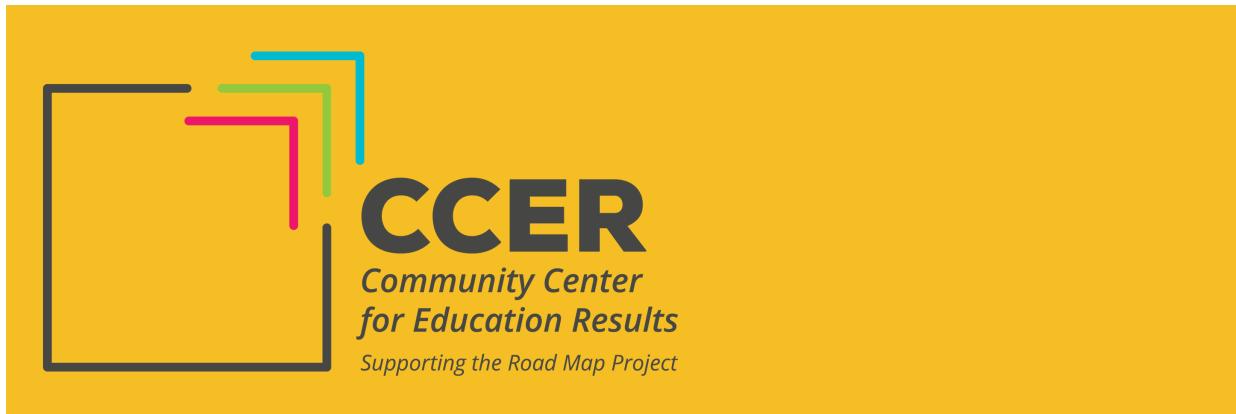
- Has demonstrated experience with efficient and effective operations through sound fiscal practices
- Upholds strong ethical, legal, and professional standards throughout the organization
- Inspires confidence and builds upon existing relationships with key foundations and other funders
- Diversifies and expands current funding sources; develops a systematic process for new funder engagement

Relationship Development

- Has high emotional intelligence and a track record of building trusting and nurturing reciprocal relationships with communities of color and people-of-color-led organizations, especially in South Seattle and South King County
- Actively seeks collaboration through partnerships with emerging and established nonprofit, governmental, cultural, business, and other strategic entities and leaders
- Draws from experience to support mutual accountability among the complex partnerships in the Road Map Project initiative
- Looks for opportunities to support and amplify communities leading critical, local work
- Knows when to be a visible leader for the initiative and when to support the leadership of partners
- Has excellent oral and written communication skills, including public speaking skills

Education Equity Advocate

- Has successfully guided policy and other advocacy work at the local, regional, and state levels
- Builds upon existing relationships with educational institutions and governmental agencies for systemic change
- Anticipates trends and opportunities and acts as a catalyst by initiating and leading change
- Has experience engaging with advocacy partners to achieve common goals



ADDITIONAL DETAILS

Reporting Structure: The Executive Director reports to the Community Center for Education Results [Board of Directors](#).

Location: Our office is in the Pacific Tower at 1200 12th Ave. S. While this position is based in Seattle, traveling to meetings and other events throughout South King County will be frequent.

Compensation: Salary range is \$160,000 to \$215,000 annually, depending on experience. Excellent benefits package including health, vision, dental, and disability insurance with a 401k plan and an employer match. CCER is an equal opportunity employer.



TO APPLY

Email nicole@diversityrecruiters.com using the subject line "CCER Executive Director - [Your Last Name]". Please include a **resume** and a 250-word maximum **written response** to:

What are the systemic education inequities that underlie racial disparities in the [Road Map Project region](#)? How do you know this to be true?

Preferred application deadline is 11:59 p.m. (Pacific Time) on Tuesday, Oct. 1, 2019. Position is open until filled.



Diversity Recruiters is leading the hiring process of this role. Please direct any questions to Nicole Ferrer by email (nicole@diversityrecruiters.com) or phone (253.951.6408).