

Executive Director of Programs

The Organization:

The Leadership Academy (TLA) is a nationally-recognized 501(c)(3) nonprofit organization with a clear mission: We build the capacity of educational leaders, at every level of the system, to confront inequities and create the conditions necessary for all students to thrive. We support school and district leaders in using an equity lens to implement a vision, build strong school and district culture, set clear and high expectations, and develop and lead principals and teachers who ensure high-quality instruction and the opportunity for all students to be successful. For us, equity means that every school and school system is intentionally built to ensure children of every race, ethnicity, language or other characteristics of their identity, have what they need to achieve academic, social, and emotional success.

We support leaders within the context of their communities and take a systemic approach to addressing local leadership needs. In the last 19 years, we have directly supported more than 10,000 leaders in 240 school systems across 37 states, transforming the learning of 8 million students.

The Position:

The Executive Director of Programs (EDP) is a peer to other cabinet level positions at The Leadership Academy and reports directly to the CEO.

The EDP plays a prominent, national level role as a visionary, connector, and influencer in the education-leadership space while ensuring Leadership Academy programs and services remain best in class. They are the primary capacity builder for a team of expert designers and facilitators, providing feedback and guidance to support continuous improvement, innovation, and coherence. The EDP is also a practitioner, engaging with Leadership Academy partners and clients as a master facilitator, designer, and coach.

The ideal candidate for this position thrives in a collaborative work environment, possesses a strong commitment to educational equity and professional growth and is ready, willing and able to engage in dialogue around race and equity to raise organizational awareness and support the building of an equitable and inclusive culture. This person is also a seasoned, successful leader with a proven track record of improving the lived experiences of students.

Primary Responsibilities:

Internal Leadership (35%)

- Leads the creation of new approaches, services, and programs aligned to The Leadership Academy's strategic priorities and in service of accelerating learning for every student
- Provides oversight and holds overall accountability for program quality and coherence
- Develops the skillset and overall capacity of client facing staff by designing and delivering individual and team-based opportunities for learning
- Collaborates with other teams and departments within the organization to support business development, long-term financial sustainability, fundraising, project staffing, and community building
- Facilitates conversations that focus on intersectional identities, particularly those focused on race, ethnicity, language, gender, LGBTQIA+ and/or disability to strengthen the organization and address institutionally racist policies and practices

National Thought Leadership (15%)

- Provides thought leadership and is an influencer of the education sector through articles/op-eds, podcasts, keynotes, and webinars
- Forges partnerships and engages with other organizations and peers to advance learning, and create new opportunities for innovation, advocacy, and impact

- Models integrity and exceptional professionalism both internally and externally

Client Facing Leadership (50%)

- Serves as lead practitioner (designer, facilitator, coach) ensuring that curriculum and program development aligns to the client's overall purpose and meets their contextual needs
- Facilitates conversations that focus on intersectional identities, particularly those focused on race, ethnicity, language, gender, LGBTQIA+ and/or disability to build capacity for culturally responsive leadership
- Plays a significant role in client management including navigating complex and high-profile relationships and contexts

Required Qualifications:

- Proven success as an executive-level leader in a school system, state department of education and/or non-profit for a minimum of 3 years with an understanding and track record of culturally responsive leadership and instructional practices
- Doctorate or advanced degree in related field
- Excellent andragogical curriculum design and exceptional facilitation skills including providing opportunities for experiential learning experiences that challenge participants within their zone of proximal development
- Expertise in culturally responsive instruction, leading systems change, organizational learning, adult development, and systems thinking
- Experience facilitating conversations that focus on intersectional identities particularly those focused on race, ethnicity, language, gender, LGBTQIA+ and/or disability
- Exceptional organizational, communication and interpersonal skills
- Experience leading a team and managing multiple responsibilities simultaneously
- Experience managing complex and high-profile relationships
- Ability to travel nationally (must have a valid driver's license)
- Experience and comfort in designing and delivering leadership and equity content via a live or virtual setting and/or through asynchronous platforms

Salary & Benefits:

The starting salary range for this position is \$160,000-170,000. The Leadership Academy offers comprehensive benefits including a generous paid time off package and employer funded health/dental/vision plans.

Location

The Leadership Academy is conveniently headquartered in Long Island City, Queens, New York, however, we are a national organization with many staff working remotely throughout the country and continue to encourage applications from candidates both living in and out of the New York City area.

Application Instructions:

To apply, please email your resume, cover letter with salary requirements and all other applicable information to jobs@leadershipacademy.org with the job title and your name in the subject line.

We prioritize finding the best candidates, whom we know do not always come from traditional backgrounds. If you are interested in this position but do not meet all of the listed qualifications, please still apply. If you have questions about your qualifications, feel free to contact us to discuss your application.

The Leadership Academy is an Equal Opportunity Employer

We believe that diversity within our staff contributes to our team's effectiveness and our overall success.