



Position Description

THE BROAD CENTER FOR THE MANAGEMENT OF SCHOOL SYSTEMS

Managing Director (MD), The Broad Residency in Urban Education

The Organization

The mission of The Broad Center for the Management of School Systems is to raise student achievement by recruiting, training and supporting executive leadership talent from across America to become the next generation of urban school district leaders. The Center identifies talented leaders from education, business, the military, nonprofit organizations and government who have the passion, knowledge and skills to take on executive leadership roles in urban education. [The Broad Center](#) operates two leadership development programs: The Broad Superintendents Academy and The Broad Residency in Urban Education.

The Broad Residency is a leadership and management development program for emerging executives seeking a career that makes deep and lasting impact on the state of education in our nation. The program provides immediate placement into full-time, high-level management positions in urban school districts, charter management organizations (CMOs), and state and federal departments of education. While working, Broad Residents receive two years of professional development and access to a nationwide network of education leaders. Residents are often tasked with leading major projects like opening new schools, leading budgeting processes, increasing operational efficiencies, improving human resources, or supporting the launch of major policy initiatives. In these roles they can have an immediate impact on the education of America's students.

TBC's core organizational values are impact, excellence, continuous improvement, innovation, and professional community. TBC is a learning organization with a bias toward action and continuous improvement that encourages collaborative, open debate, and a free exchange of ideas.

Boston

535 Boylston St., 10th Floor
Boston, MA 02116
P 617 572-2833
F 617 572-2834

New York

112 West 34th St., Suite 1510
New York, NY 10120
P 646 562-8900
F 646 562-8901

San Francisco

465 California St., 11th Floor
San Francisco, CA 94104
P 415 627-1100
F 415 627-4575

The Position

Reporting to the Executive Director of The Broad Center, the Managing Director, TBR will lead a team of nine staff located in two offices (Oakland and Los Angeles) to recruit and train future leaders of urban school systems. Each year, the program recruits a new class from 2500 candidates while training two current cohorts of 40-50 Residents. This position is based in Oakland and will require ~30% travel. Travel requirements may be higher in the first year on the job.

Key Responsibilities

Oversee all aspects of The Broad Residency program, including but not limited to the following:

- Manage the recruiting team and participate directly in the recruitment and selection of an annual cohort of high-quality Residents.
- Direct the recruitment and selection of high-quality placements and supervisors for Residents.
- Provide leadership for the training program team focused on developing current Residents. The training program consists of eight sessions per year with content driven by residency roles and leadership development supports.

Lead program and 9-person team to high performance

- Lead cycles of strategic planning, implementation and evaluation of results to enable continuous program improvement.
- Determine and manage resources, including budget and staff, required to deliver on programmatic goals.
- Align and optimize work across the team, including developing staff and maintaining and developing norms and processes.

Serve as a member of The Broad Center's senior management team

- Assist in setting and implementing the organization's strategic priorities.
- Provide guidance to the network services team regarding needs and potential services for Residency alumni.

Represent the Residency program to critical constituents including The Broad Center's Board of Directors (i.e. preparation of budgets, written materials and presentations), candidates, faculty and presenters, media, partner organizations, and others in the K-12 education sector

Additional duties as necessary to ensure program success

Boston

535 Boylston St., 10th Floor

Boston, MA 02116

P 617 572-2833

F 617 572-2834

New York

112 West 34th St., Suite 1510

New York, NY 10120

P 646 562-8900

F 646 562-8901

San Francisco

465 California St., 11th Floor

San Francisco, CA 94104

P 415 627-1100

F 415 627-4575

Qualifications

The Broad Residency seeks a Managing Director with a track record of producing results by building systems and organizational capacity, and who has a passion for developing the next generation of leaders to transform K-12 public education. Concrete demonstrable experience and skills include:

An advanced degree, ideally in education or business, with at least 10 years of work experience including 5 years in an operational role

2 or more years working in K-12 education and demonstrable knowledge of the levers for improvement in urban school systems

Experience working with the central office functions of a large urban school district or charter management organization

Track record of effectively leading and scaling a major initiative in an outcomes-based organization

A national network of relationships in the education sector

Management experience, preferably managing managers

Knowledge of budgetary processes and experience managing budgets of \$1M+

Ability to manage multiple sub-teams, balancing day-to-day operations with strategic planning

Proficiency at assessing skills and developing leaders

Strong judgment in navigating relationships and complex decisions

Flexibility to respond to changing situations, shifting priorities and new opportunities

Excellent written and verbal communication skills

Understanding of adult learning theory and experience teaching or training adults

Excellent written and verbal communication skills

Flexibility to respond to changing situations, shifting priorities and new opportunities

The Broad Center values diversity and does not discriminate in its hiring or employment practices on the basis of race, skin color, religion, national or ethnic origin, age, gender or gender identity, sexual orientation, marital status, citizenship status, military or veteran status, disability, medical condition, pregnancy, or any other characteristic covered by law. All who believe they meet the stated qualifications are invited to apply for any open position.

The Bridgespan Group, a nonprofit organization, serves diverse organizations and is committed to building high-performing teams that mirror the communities we serve. The Search Committee requests that all inquiries, nominations and applications be directed to the Bridgespan Group at broadresidency@bridgespan.org. If interested, please email your resume in WORD and indicate in your cover letter where you learned of the opportunity.

Boston

535 Boylston St., 10th Floor

Boston, MA 02116

P 617 572-2833

F 617 572-2834

New York

112 West 34th St., Suite 1510

New York, NY 10120

P 646 562-8900

F 646 562-8901

San Francisco

465 California St., 11th Floor

San Francisco, CA 94104

P 415 627-1100

F 415 627-4575