



Director of Leadership Development - Texas

BES is a national nonprofit organization based in Boston, MA, that identifies and prepares excellent leaders to transform education in their communities. Over more than two decades, BES has prepared leaders to found 185+ independent schools in 46 cities across 21 states and Washington, DC, educating 58,000+ students each year – of whom 77 percent qualify for free/reduced lunch, and 90 percent identify as students of color. In all, BES has trained more than 2,500 leaders to found, lead, and grow schools through its leadership development offerings.

BES seeks a **Director of Leadership Development (DLD)** to coach leaders – both established and aspiring – towards leading schools of true excellence. The DLD will ensure that each leader develops an academic vision supported by strong best practices in school culture. The work will include partnering on hiring, feedback on instructional practices, and side-by-side mentoring of the leader as they found and lead their school.

Required Skills, Experience, and Competencies:

- Understanding and belief that academic achievement must drive every school decision
- Experience in coaching and training principals and school leaders
- Significant experience as a principal or executive director
- Exceptional oral communication skills, including excellent presentation skills
- Outstanding written communication skills, with a keen attention to detail
- Desire to work in a fast-paced, focused environment
- Experience in elementary education, preferred
- Experience in charter writing, preferred
- Texas-based (Houston-based or San Antonio-based strongly preferred)
- Ability to travel (30-35% of time)

[Click here](#) to apply for this position.