



Senior Director of Leadership Development – National

BES is a national non-profit organization that identifies and prepares excellent leaders to transform education in their communities. From school founders and executive directors, to operations leaders, deans of students, and directors of curriculum and instruction, BES trains leaders to build schools, to ensure their schools excel, and to sustain their results over time. Since 1993, BES has prepared leaders to found more than 185 schools in 46 cities across 21 states and Washington, DC, educating more than 58,000 students each year. 77% of these students qualify for free or reduced lunch, and 90% identify as students of color. In all, BES has trained more than 2,500 leaders to found, lead, and grow schools that reflect and respond to the needs of their communities.

BES is looking for a Senior Director of Leadership Development to join the [Fellowship](#) team. This person will be an integral member of the BES team, supporting leaders to design and found schools around the country, through all three Fellowship tracks (Build, Growth, and Autonomous).

Headline Responsibilities:

- Coach Leaders: Coach and support Fellows to design and found equitable and anti-racist schools that lead to strong academic outcomes for all learners.
- Deliver Training: Design and lead impactful Fellowship training sessions in the areas of School Design, Business Acumen, Leadership, and Diversity, Equity, & Inclusion.
- School Design Plan/ Application Support: Provide high-quality feedback and support to Fellows throughout their charter application process, including writing support and guidance in navigating the authorization process.
- Fellows Selection: Participate in the Case Study and Final Interview components of the Fellowship selection process.

Required Skills, Experience, and Competencies:

- School Leadership and/or Managing School Leaders: Has 6+ years' experience in school leadership and/or managing school leaders. Has led an academically successful school serving low-income students and/or has managed school leaders in this setting. Has also achieved results in the areas of SEL, character education, or broader student outcomes.
- Proven Leader in Diversity, Equity, and Inclusion: Has a track record of managing racially diverse teams to ambitious goals and has a vision for the experience of students and families of color in schools. Has a track record of making commitments to diversity, equity, and inclusion practical, tangible, and results-oriented.
- Leadership of School Growth, Replication, or Mergers: Has led efforts to ensure successful school growth, replication, or mergers and understands the impact of these efforts on academics, finances, community engagement, and local politics.
- Business Acumen: Has led or significantly contributed to the fiscal and operational health of a non-profit organization.

Preferred Skills, Experience, and Competencies:

- Authorization Experience: Has led or contributed significantly to successful authorization and understands the nuanced stages of school authorization and/or renewal processes.
- School Experience: High school experience and exposure to a diverse set of school models demonstrating strong student outcomes preferred.

Other Requirements:

- 30-40% travel

- Can be based anywhere in the United States

Compensation:

- BES offers a competitive salary and benefits package, which includes medical and dental coverage, a 401(k) contribution match, paid time off, paid parental leave, and the ability to work remotely. The 2021-22 salary range for the Senior Director position grade at BES is \$99,750 - \$172,875.