



## VICE PRESIDENT, NEW BUSINESS DEVELOPMENT

### Position Specification

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- THE ORGANIZATION:** *Leading Educators* aims to close the achievement gap by developing highly-effective mid-level teacher-leaders in high-needs public schools through three primary objectives:
- Directly improve high-need schools by increasing the skillfulness of teacher-leaders
  - Retain highly effective teachers in high-needs schools by articulating a career pathway from teaching to teacher leadership
  - Create national networks aligned around investment in teacher leadership in order to close the achievement gap

In January of 2008, *Leading Educators* launched a pilot program in New Orleans as a partnership between FirstLine Schools and New Leaders for New Schools. To date *Leading Educators* has trained 47 teacher-leaders from 29 schools across the city. Building upon the New Orleans pilot and Teaching Leaders (UK), *Leading Educators* is now assembling an ambitious team to expand the program nationally. In partnership with Absolute Return for Kids, Teaching Leaders, New Leaders for New Schools, NewSchools Venture Fund and FirstLine Schools, our expansion model aims to serve 13 regions by 2016.

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**THE POSITION:** The Vice President of New Business Development is responsible for building out a new business division for the national *Leading Educators* organization, one aimed at revenue-generating professional development products. This new division will work with districts, charter management organizations, and school clients through targeted and customized programs, policies, and practices that leverage teacher leadership in order to close the achievement gap.

Reporting directly to the Chief Executive Officer, the VP of New Business Development will refine the customized support services business model, cultivate a strategic approach to launching this new division, and build national stakeholder relationships in order to deliver this initiative across multiple geographic regions. In addition, the Vice President will hire an implementation team and manage its performance, deliverables, and overall success.

Joining an ambitious organization at a critical growth stage in its national expansion, the VP of New Business Development will shape systems, cultivate a national network of consulting services and talent, and provide strategic oversight for an innovative, revenue-generating program to ensure results through adult professional development and management practices geared toward accelerating student achievement in high-needs public schools. The role offers the unique opportunity to bring highly effective organizational development and talent management practices into the education reform sector.

**Responsibilities:****New Business Development and Strategy**

- Start-up and operationalize a new programmatic business line to effectively deliver high-quality “Strategic Support Initiatives” (consulting services, training sessions, online tools and services, etc.) geared to cultivate and sustain teacher leadership professional development and management practices
- Develop cost model for diverse programmatic offerings
- Market new business products to states, districts, charter management organizations and schools serving high-needs public schools across the U.S.

**Program Leadership and Management**

- Direct the day to day growth of the model through start-up, pilot and critical growth stages, building staff and systems in accordance with strategic growth objectives
- Collaborate with national executive team to refine programmatic approach for service delivery and alignment of best practices

**Client Development and Stakeholder Relations**

- Develop and implement market selection process, including systems for tracking outreach, creating local marketing materials, and building a robust region/district/school-as-client pipeline
- Build organization's profile within multiple geographies coordinating with partner organizations, regional stakeholders, philanthropic and policy entities, cultivating a preponderance of support around teacher leadership as a key reform lever

**Talent Management**

- Recruit talented staff and consultants, forging a mission-focused team and peer community
- Lead and manage team performance in order to ensure high quality program delivery within accelerated start-up time frame

**Finance and Administration - Systems Management**

- Build cost-effective model for maximizing service delivery per client/geography as well as expansion in new regions
- Oversee departmental budget, finances and data management systems, supported by Finance and Data team leads
- Ensure organizational infrastructure and operations provide effective support to consulting work streams

**Development**

- Encourage stakeholder and client fundraising efforts as part of comprehensive service delivery

**Program Delivery and Evaluation**

Collaborate with regional stakeholders and Chief Program Officer to ensure strategic evaluation of program delivery and efficacy

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**CANDIDATE  
REQUIREMENTS:**

- Commitment to creating outstanding schools for social justice and educational equity
- Enjoy working to ambitious timelines for accelerated launch in a start-up, entrepreneurial environment
- Excel at new business development from vision to strategic implementation and continuous improvement
- Capacity for shaping a growing team and establishing systems
- Dynamic interpersonal and people management skills
- Excellent project management and problem-solving skills
- Meticulous attention to detail within larger strategic context
- Familiarity with adult professional development practices
- Fluency in business management practices
- Strong electronic and verbal presentation skills
- Experience with Salesforce and scenario modeling software a plus
- Social networking and marketing experience highly desirable

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**LOCATION:**

New Orleans, LA (preferred), location may be flexible for candidates open to 40% - 60% annual travel.

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**COMPENSATION:**

Salary and benefits will be competitive, commensurate with experience.

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**QUALIFIED  
INDIVIDUALS,  
PLEASE APPLY:**

Craft a cover letter explaining your interest this position, and submit letter and resume to: [jobs@leadingeducators.org](mailto:jobs@leadingeducators.org) with "VP of New Business" in the subject line.

*Leading Educators* is an equal opportunity employer and will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or natural origin.

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