



JOB SPECIFICATION

ORGANIZATION: EAST BALTIMORE DEVELOPMENT, INC.
POSITION: SENIOR VICE PRESIDENT, EDUCATION AND CHILD
INITIATIVES
LOCATION: BALTIMORE, MD
REPORTS TO: CHIEF EXECUTIVE OFFICER

Background

Created in 2003, East Baltimore Development Inc. (EBDI) is a nonprofit partnership of private and public entities that is undertaking the single largest redevelopment project in Baltimore, transforming a distressed, 88 acre neighborhood through \$1.8 billion in new investments in housing, life-sciences research space, parks and neighborhood amenities, and a new public contract school. As the nation's first redevelopment project to address the physical, economic, and human conditions of a neighborhood in one comprehensive plan, it is seen as the new model for revitalizing the nation's cities.

The project is well underway and is planned to include a Science & Technology Park with over two million square feet of research space, 3100 units of mixed-income housing, a commuter rail station, and the commercial and retail amenities essential to serving the community and the adjacent Johns Hopkins Medical Institutions campus. To date, the Science and Technology Park is home to the Leiber Institute for Brain Development, the Johns Hopkins Institute for Basic Biomedical Research and the Howard Hughes Medical Institute. In addition, the State of Maryland has commenced design for its new Public Health Labs facility. Over 250 units of mixed income housing have been constructed and occupied, and EBDI will begin construction on a 375 unit residential tower in July 2010.

As a non-profit committed to ensuring that community residents receive the full benefit of the redevelopment of their neighborhood, EBDI has placed nearly 2,000 persons into construction and permanent jobs through its workforce development programs, and has leveraged residential investment in the project in ways that have increased the equity of project area homeowners by over 500 percent. To date, 56 renters have become homeowners.

Perhaps most important to the project's success, EBDI opened the K-8 East Baltimore Community School (EBCS) in August 2009 as a public contract school serving the East Baltimore neighborhood. Through implementation of the highly successful academic model, Expeditionary Learning (EL), EBCS plans to grow from 180 to 600 students in pre-kindergarten through eighth grade by offering a dynamic program of active inquiry, hands-on learning, and community service that will help them develop the knowledge, skills, and behaviors to accelerate their academic achievement and equip them to be critical thinkers, creative problem solvers, and responsible citizens. Additionally, EBDI is planning to create an early childhood learning program as a pipeline for EBCS.



EBDI works in partnership with and receives support from the East Baltimore Community, the Johns Hopkins University and Medical Institutions, The Annie E Casey Foundation, The Atlantic Philanthropies, the City of Baltimore, the State of Maryland and other foundations, businesses and individuals. EBDI has a distinguished board of 15 directors and 40 full-time employees.

Additional information about EBDI can be found at www.ebdi.org.

Opportunity

While EBDI has made incredible progress in the redevelopment of East Baltimore, the work is not complete. Both EBDI's board and dedicated staff have a strong commitment to providing additional education, health and social services for the families of the community. As a result, EBDI is seeking a visionary SVP who can build on the success of the project and create a world class campus that will serve as a community hub where residents can take advantage of learning, health, recreational, and employment resources and services.

Specifically the new SVP will be expected to:

- Provide oversight to the East Baltimore Community School (EBCS) and create operational and delivery systems that will enable the school to grow from 180 to 600 students;
- Partner with the highest quality providers to integrate learning, health and social supports and enrichment opportunities so that students and families are able to thrive;
- Oversee the development of seven-acre campus housing EBCS, an early childhood center, a family support center, a school-based health clinic, and open green space.

Responsibilities

The new SVP will be expected to provide leadership, experience, and expertise in the following areas:

- **Strategic Planning:** The SVP will develop a strategic plan to set the stage for successful expansion of the school and execution of the programs and project;
- **Team Building:** The SVP will be responsible for creating the team necessary to carry out the vision and provide ongoing operations support to EBCS;
- **Advancement:** The SVP will further advance the mission of the organization by identifying and securing new sources of funding from public funding sources, foundations, corporations and individual donors, and by forming additional strategic partnerships;
- **External Relations and Partnership Management:** The SVP will be responsible for managing the relationships with key partners and stakeholders, including the School District. The SVP will also ensure effective communication with key stakeholders through marketing

materials, annual reports, website content, and other updates. In addition, s/he will build and support a school committee that can be leveraged to best serve EBCS;

- **Financial Management:** The SVP will have fiscal responsibility for the school and project, including the development of the annual budget, in concert with the EBCS principal and with input from parents and staff;
- **Operations:** The SVP will provide support to the principal of EBCS in the areas of staff management and evaluation, hiring, other HR issues, security, IT, facilities management, food services and develop robust systems to ensure successful outcomes for students.

The SVP will report directly to the CEO of EBDI and will have a dotted line reporting relationship to an EBDI board committee that was created to provide support to the school.

Qualities & Qualifications

The ideal candidate will possess the following qualifications:

- At least 10 years of work experience including a track record of leadership, ideally in an entrepreneurial, start-up and/or high growth organization;
- Specific and substantial management experience in at least two of the following functions: human resources, information technology, general operations, strategic planning, facilities and real estate, fundraising and marketing;
- Bachelor's degree from an accredited, four-year university; advanced degree preferred (e.g. MBA, JD, MPA).

Next, candidates for the position *must* have the following **skills**:

- Political savvy, interpersonal skills, and instincts sharp enough to spot issues in advance and navigate the complexity of the project;
- The ability to identify new sources of funding from foundations, corporations, investors, and/or individual donors, and the skills required to secure these resources through relationship building;
- The ability to hire, develop and motivate high performing teams.

Finally, candidates for the position *must* possess the following **personal characteristics**:

- The executive presence to inspire confidence and passion both internally and externally and the requisite persistence and zeal to lead a mission-driven organization toward ambitious goals;
- The gravitas and sophistication required to be in the public eye and the eloquence and persuasiveness (both oral and written) required to serve as a spokesperson for EBDI when appropriate;
- The maturity and wisdom required to optimize Board committee members;



- A level of energy and a dynamic nature compelling enough to bring divergent groups together in a collaborative fashion and inspire them to act.

The ideal candidate will also ideally possess some combination of the following professional and personal characteristics:

- A commitment to urban education and a belief that reversing the racial and socio-economic achievement gap is one of the greatest civil rights issues of our generation;
- The ability to navigate the complexities and political dynamics present in a traditional public school system;
- Knowledge of school operations.

Contact Information

If you are interested in this opportunity, please send a resume and cover letter via email to:

Mollie Mitchell
The K12 Search Group, Inc.
EBDI@k12searchgroup.com

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