



JOB SPECIFICATION

ORGANIZATION: THE NATIONAL ALLIANCE FOR PUBLIC CHARTER SCHOOLS
POSITION: CHIEF EXECUTIVE OFFICER
LOCATION: WASHINGTON, DC
REPORTS TO: BOARD OF DIRECTORS

Background

Founded in 2004, The National Alliance for Public Charter Schools (“The Alliance”) is the premier national nonprofit organization committed to advancing the charter public school movement. The goal of The Alliance is to lead public education to unprecedented levels of high academic achievement for all students through fostering a strong charter sector. The Alliance has accomplished this through providing assistance to state charter public school associations and resource centers, developing and advocating for improved federal policies, and serving as the united voice for this large and diverse movement.

Additional information about The Alliance can be found at www.publiccharters.org.

Opportunity

The National Alliance for Public Charter Schools is the leading voice representing the charter public school sector. Now, at a time of unparalleled opportunity, the sector faces three core challenges – increasing the quality of existing charter schools; driving the robust growth and expansion of high quality charter schools; and promoting sustainability at a moment when the sector is at a key inflection point in its potential for magnitude and impact. This is a tremendous opportunity for a talented leader to play a transformative role in the charter public school movement. Additionally, this is a chance to assume one of the most visible and influential leadership positions in national education reform.

The National Alliance for Public Charter Schools is seeking to hire an experienced, accomplished, visionary Chief Executive Officer to help the organization build on its unique history and strengths in order to lead the movement in this time of opportunity.

The Alliance board has recently completed a three-year strategic plan that calls for the organization to expand—nearly doubling the size of the team (from 17 to 35) and annual operating budget (from \$8M to \$14M). These additional resources will be necessary in order to execute on three strategic priorities articulated in the plan. These core strategic priorities and their corresponding components can be found on the website and include:

1. Ensuring federal legislation and agency actions support the growth and stability of high-performing charter schools, support organizations, and the National Alliance for Public Charter Schools;

2. Providing advocacy on behalf of important legislation in nationally significant **states** that supports the growth and stability of high-performing charter schools and support organizations. Providing targeted training, tools and forums--leveraging in person and online resources--to share best practices and bring cohesiveness to the movement.
3. Serving as the voice of the charter school education sector.

In order to succeed at these strategies, The Alliance must excel at several core functions: collecting and managing knowledge and data; convening the sector to coordinate agendas and activities; and communicating effectively to shape the national debate.

Responsibilities

The new CEO will be responsible for the implementation and execution of the three strategic objectives in partnership with Alliance staff and stakeholders and with the support of the Board of Directors. In addition, the CEO will be expected to excel at the following:

Visionary Leadership

- Communicate a clear, compelling vision for The Alliance
- Inspire and unite staff and stakeholders to achieve that vision
- Demonstrate broad, systemic, and innovative thinking
- Build and nurture a high functioning team
- Embody organizational values of quality, leadership, diversity, results and collaboration

Advocacy

- Increase public and policymaker support for charter expansion
- Ensure that federal and state policies promote quality growth for the charter sector
- Transcend partisan politics

Stakeholder Relations

- Serve as a respected national voice for the sector
- Actively engage major stakeholders, both individuals and groups, to inject the charter public school vision into the national agenda and influential forums
- Represent The Alliance by participating in key associations and organizations, leading/serving on strategic committees and advisory groups, and speaking in public settings
- Build and nurture positive relationships with partner organizations, policymakers, funders, media, and other constituencies

Fundraising

- Lead implementation of fundraising plans and policies approved by the board
- Leverage the board's commitment to and capacity for fundraising
- Lead the growth and diversification of the Alliance's resource base

Board Management

- Communicate relevant information in a timely manner to board
- Develop professional relationships with individual board members
- Engage board members as appropriate to contribute according to their respective areas of expertise
- Recruit outstanding board members

Qualities & Qualifications

This is an outstanding opportunity to play a transformative role in the national charter movement. Therefore, first and foremost, the CEO must have a demonstrated commitment to the sector and a belief that charter public schools are a critical component in reshaping K-12 education in this country. S/he must appreciate that the sector is diverse and that each state is a movement unto itself. As such, the successful candidate will embrace and be committed to both the movement as a whole as well as all of its distinct and disparate components.

Additionally, candidates for the position *must* bring **experience** in the following areas:

- At least 15 years of work experience including a track record of senior-level leadership;
- Experience working in a leadership role in an organization that supports, funds, legislates, advocates for or operates charter public schools;
- A range of credentials and experiences that validate a commitment to and understanding of charter public schools and an ability to be conversant in the issues affecting the movement;
- An understanding of the federal and state legislative policy processes and some experience working with or lobbying policymakers;
- A track record of fundraising;
- Substantial experience working directly with a Board of Directors (or comparable governing entity);
- A track record of leading, motivating and developing high performing teams--especially in the context of significant organizational change;
- The proven ability to attract top talent to the organization in order to build a cohesive team that can continue to perform at high levels as the organization changes and grows;
- A bachelor's degree from an accredited, four-year university.



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

- Political savvy, interpersonal skills, and instincts sharp enough to navigate the complex federal legislative process and identify and work with political power players and decision-makers;
- The ability to convey ideas and positions to numerous audiences including elected officials, corporate and district leaders, funders, community groups, principals, teachers, students, and parents;
- The ability to identify new sources of funding from foundations, corporations, investors, government, individuals, and/or entrepreneurial activities, and the skills required to secure these resources through collaborative program development, excellent execution, and relationship building;
- The ability to inspire highly capable activists—both at the grassroots and elite level—and leverage supporters in support of the charter school movement;

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

- The executive presence to inspire confidence and passion, both internally and externally;
- The requisite persistence and zeal to lead a mission-driven organization toward ambitious goals;
- The gravitas and sophistication required to be the public face of The Alliance and the eloquence and persuasiveness (both oral and written) required to serve as a spokesperson for charter public schools to a wide variety of audiences, including the media;
- The maturity and wisdom required to optimize Board member engagement;
- The listening skills and humility to hear the concerns of people from a variety of backgrounds and interests, and incorporate and/or acknowledge their concerns in the context of problem solving and collaboration;
- A level of energy and a dynamic nature compelling enough to bring divergent groups together in a collaborative fashion and inspire them to act.

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
mmitchell@k12searchgroup.com