

Tarrant To and Through Partnership (T3)

Executive Director

Position Description

Tarrant To & Through (T3) is seeking its founding Executive Director who will support the overall vision and mission of the organization. Tarrant To & Through is a new college access and success initiative serving Tarrant County, Texas. With a planned launch in 2020, the initiative is a collaborative cross-sector partnership comprised of school districts, colleges, universities, employers, and community partners. Through enhanced college and career counseling, collaborative partnerships, supportive programming aimed at engaging the broader community, and a scholarship component, (T3) aims to ensure all students in Tarrant County achieve post-secondary success. . This person will lead an initial team of three or four and will serve as a key member of the leadership team, providing vision, guidance, and setting strategy for the program.

Responsibilities

Direction Setting

- Facilitate and set the vision, goals, and program strategies for T3 in coordination with the Executive Council
- Develop a long-term sustainability plan for the program including funding and staffing needs
- Proactively learn from other organizations (Dallas County Promise and Tennessee College Access & Success Network) in order to effectively develop goals and strategies
- Be the external facing leader of post-secondary readiness work which includes cultivating and develop strong, collaborative relationships with leaders of partner organizations including institutes of higher education, school districts, and workforce/community partners
- Present results to key stakeholders as needed
- Recruit and onboard new higher education and high school
- Develop routine progress reports, status briefings and updates with key stakeholders including funders, higher education partners, community leaders and potential partners
- Provide guidance and support to partner organizations in aligning their efforts and goals to the Tarrant To & Through strategy
- Build marketing campaigns and develop strategies to market the program to families
- Create and sustain a culture of learning across the entire organization
- Implement an evidence-based continuous improvement process, utilizing data on outcomes and indicators to identify improvement in strategic plan implementation and any necessary adjustments to the strategy
- Develop and maintain articulation agreements, data sharing agreements and memorandums of understanding for all participating organizations
- Drive continued alignment on regional strategy with partner organizations
- Equip internal staff and partners to be student-centered and data-driven

Team Management

- Directly manage an initial team of three or four with plans to grow the team as partnerships are added
- Guide and develop team members to achieve strong results
- Facilitate close collaboration with personnel within partner organizations

Qualifications

Requirements

- Bachelor's degree in a relevant field, advanced degree preferred
- 10+ years of professional experience related to experience working within higher education, K-12 education and/or workforce development
- Experience managing high-performing teams

Preferred Qualifications

- Bilingual (Spanish)
- Leadership experience in an education-related field
- Knowledge and/or experience working with economically disadvantaged students and students of color

Competencies

- Commitment to achieving rigorous goals on behalf of students
- Flexibility to respond to and manage a range of stakeholders
- Creativity and innovative thinking skills to respond to emerging needs
- Ability to use data to problem-solve and set strategy
- Strong organizational skills
- Utilizes logical, systematic and orderly procedures to meet objectives
- Agility in adapting to change, thrives in a dynamic and ever-changing environment; creativity and innovative thinking skills to respond to emerging needs
- Strategic mindset competently creates strategies that lead to impact
- Manages multiple short- term and detailed projects, committees, and initiatives seamlessly, while staying focused on the long-term objectives
- People oriented
- The job demands a positive and constructive view of working with others: there will be a high percentage of time spent listening to, understanding and successfully working with a wide range of people from diverse backgrounds to achieve win-win outcomes
- Must possess excellent interpersonal skills with external stakeholder management experience.
- Self-starter, works independently
- Demonstrates ability to consistently make sound decisions.
- Ability to use data to problem-solve and set strategy
- Knowledge and demonstrated success in: strategic planning; change management, project management, people management, educational policy and trends
- Deep care and concern for being a conscientious and effective manager of others
- Demonstrated passion for the transformative power of education