



# STRIVE Prep

## **POSITION DESCRIPTION:**

Chief Talent Officer

### **OVERVIEW**

[STRIVE Prep](#) is a community of public charter schools that challenges every student to strive for college, and thrive throughout life, by helping them to discover and develop the skills and confidence necessary to succeed in college and beyond. Founded more than a decade ago on the belief that *every child should have access to high-quality education right in their neighborhood*, STRIVE Prep has grown to serve to more than 3,700 students, many of whom represent the city's highest-need populations, in 11 schools.

The team at STRIVE Prep inspires its students to think critically, communicate clearly and collaborate openly, while fueling their curiosity and creativity. Whether students join the community in elementary, middle or high school, STRIVE elevates expectations, promotes a shared sense of responsibility and, above all, creates an environment that protects and promotes the academic, social, and emotional well-being of every child, every day.

### **OPPORTUNITY**

STRIVE Prep is in an exciting period of growth and change, pivoting to meet the evolving needs of its students and communities, reaffirming its values, and focusing on the efficacy of its internal systems. In this context, leadership is especially focused on talent. Specifically, STRIVE Prep is committed to attracting, hiring and retaining the most talented, qualified, dedicated, and diverse teachers, school leaders, and staff to join its team and serve its students.

The CTO will inherit a strong and proud team, and have the opportunity to leverage its strengths while shaping the vision and building the systems for STRIVE Prep's talent function. S/he will enjoy the support and collaboration of STRIVE Prep founder Chris Gibbons, one of the field's most inspiring leaders, and a leadership team that fosters a culture centered on grit, passion, purpose, and a shared commitment to every student.

### **RESPONSIBILITIES**

The Chief Talent Officer will be responsible for leading STRIVE Prep's talent management initiatives, and ultimately stewarding STRIVE Prep's staff of approximately 500 educators, leaders, and professionals through the entire talent lifecycle. This includes: leading the internal talent team to build the necessary infrastructure to evaluate, nurture, and reward staff; updating the recruitment systems to ensure that STRIVE Prep is well-positioned to swiftly fill vacancies with best-in-class instructional talent; and ensuring that educator and leader evaluation and compensation systems build on the tremendous talent that exists in the schools, so that those who are on the front lines working with students every day are maximizing their professional potential, and thereby having maximum positive impact on students.

More specifically, the CTO will oversee and support across the following areas:

## Team and Organization Leadership

- Set the vision, goals, and metrics of success for the Talent team;
- Hire, manage, and develop the talent team, and manage them toward aggressive outcomes;
- Assess overall organizational health and Diversity, Equity, and Inclusion (DEI) practices, and work with leadership teams throughout STRIVE Prep to create the conditions that will ultimately lead to attraction, development and retention of a diverse team of high performers; and
- Manage the talent team's annual operating budget of over \$1 million.

## Recruitment & Selection

- Ensure that every STRIVE Prep school is staffed with high-capacity teachers and school leaders;
- Dramatically increase the number of highly effective teachers (as measured by improved student achievement) working in the organization;
- Evaluate the organization's teacher and leader attraction and selection models to improve effectiveness; and
- Improve the retention of high performing teachers and school leaders.

## Performance Management

- Lead the organization in setting and executing a competitive compensation strategy;
- Oversee the new performance-based evaluation and compensation system;
- Support strong and consistent implementation of teacher and principal evaluation; and
- Support the staff development cycle, currently a three-step process for formalized coaching and evaluation, contributing to 80% annual staff retention.

## QUALIFICATIONS

The extent to which the CTO will play a pivotal role in the next era at STRIVE Prep cannot be overstated. S/he will impact success by ensuring that STRIVE Prep optimizes its chances to attract top talent, responds to the needs of all staff, designs best-in-class systems to support that effort, and serves as a strategist and problem solver. As a change leader able to build upon foundational human capital systems and processes, s/he will partner with the talent team to create a world class talent function, and set the vision for a culture that fosters staff performance, retention, and inclusion.

Candidates for the position must possess the following **personal characteristics**:

- Alignment with STRIVE Prep's mission and a deeply held belief that all children can learn and succeed at high levels;
- Dedication to the educational success of students from underserved communities;
- A commitment to providing outstanding customer service to students, their families, and members of the community;
- An orientation towards a restorative approach to school culture and inclusive approach to community;
- A willingness to have courageous conversations in order to do what is best for students; and
- A commitment to constant growth and reflection through regular coaching and professional development.

Candidates must also bring **experience and skills** in the following areas:

- At least ten years of professional experience, including a track record of managing a team to aggressive targets;
- Deep experience in at least two or more of the following functional areas: recruiting and selection (ideally of teachers and/or school leaders), training and development, or performance management in a multi-site organization;
- A track record of developing and implementing innovative and progressive human capital systems;
- Ability to identify, cultivate, and coach leadership potential in individuals, and experience designing systems to support the development of employees at all levels of the organization;
- Experience as part, or leader, of a team responsible for the general human resources function, including compensation, benefits, labor relations, etc.;
- Exceptional organizational, project management, meeting facilitation, communication (both verbal and written), and interpersonal skills; and
- A Bachelor's degree.

Finally, the following experience is **preferred, but not required**:

- Experience as a teacher or school leader; and
- A graduate degree in a related field.

#### **REPORTING RELATIONSHIPS**

The Chief Talent Officer reports to Chris Gibbons, CEO. S/he will oversee a team of eight staff members, including a Director of Human Resources, four Staffing Managers, a Recruitment Director and Manager, and a Talent Coordinator.

#### **COMPENSATION**

STRIVE Prep offers a competitive compensation package that includes annual cost of living and performance based salary increases, participation in the Colorado PERA retirement program (including PERA 401k contribution option), 100% funding of individual medical benefits and a wide range of plan from which to choose, and ongoing, robust professional development opportunities.

#### **LOCATION**

Denver, Colorado – recently named [the best place to live in America!](#)

#### **APPLY**

The review of applications will begin immediately and will continue until the position is filled. Applications, including a cover letter and resume, should be submitted *electronically*, and will be considered on a rolling basis. Nominations, applications, or inquiries about the position and/or the search process should be directed to [leslie@bellwethereducation.org](mailto:leslie@bellwethereducation.org)

***STRIVE PREP is committed to hiring a diverse and multicultural staff.***