



Position Description: Chief Executive Officer

Education transforms futures.

Our purpose is to prepare 17,000+ TK-12 students for success in college, career, and life. We are Aspire Public Schools – 40 community-based public charter schools in California and Tennessee.

Aspire is seeking a visionary, inspirational, decisive, and equity-minded leader to crystalize and rally the organization around Aspire’s mission and vision for the next decade. Invested in relationships as well as results, Aspire’s next CEO will build and enforce accountabilities; they will communicate broadly and transparently throughout the entire organization - a presence equally at the central office and in schools - and will know and be known by a vast array of Aspire stakeholders. If you are a tested executive leader, committed to equity in education for all scholars, and have the capacity to drive a large, complex, geographically dispersed organization, build on our 20-year history of serving scholars and families, and lead us into our next era – we want to get to know you.

Our Chief Executive Officer will be excited to leverage their executive leadership expertise in a high-performing, mission-driven environment. They will guide the senior leadership team, and report to Aspire’s Board of Directors. A savvy and nuanced leader, the CEO will articulate and drive execution of strategy, and foster a culture of collaboration and cohesiveness, while retaining each school’s distinctiveness, and creating space for creativity and continuous learning.

What are you great at?

- Leading a large, mission driven organization with inspiration and vision
- Developing a long-term organizational strategy and investing a broad group of stakeholders in its execution
- Cultivating and nurturing authentic relationships with team members across and throughout the organization
- Applying an equity lens across all programs and functions with the goal of transforming organizational culture and practices
- Setting an aspirational example of personal character and fortitude for every staff member, and inspiring and effectively managing staff to achieve extraordinary results
- Ensuring that an organization has a viable, long term financial plan and a diversified and sustainable funding base
- Engaging a Board of Directors to address key issues facing the organization, and keeping the Board apprised of the general running of the enterprise on a regular basis
- Articulating the case for change and translating it to actionable plans

What have you done before?

- Built and/or managed a complex organization or enterprise (e.g., a high-performing school or network of schools, a successful non-profit or for-profit organization) in a fast paced, high growth environment
- Led, motivated and developed diverse, high-performing teams and culturally healthy organizations
- Developed productive relationships with internal and external stakeholders, including funders and other partners
- Demonstrated commitment to the mission of Aspire Public Schools
- Earned a Bachelor’s degree

What else will you do at Aspire?

- Develop and execute Aspire’s vision.

- Work with the board, key funders and partners, the leadership team, staff and community to develop a strategic vision and implementation plan to accomplish it.
- Set clear academic, growth, operational, and financial goals and manage to them; adapt as necessary given changes in internal and external environment.
- Build and manage a high-performing leadership team that delivers transformational educational outcomes for students.
 - Build and support a cohesive culture that reflects Aspire’s core values and leads to a unified network identity. Support collaborative learning across schools to promote scalability of best practices (including curriculum and instruction), and provide supports to drive academic achievement and character development.
 - Introduce consistent accountability systems to ensure progress toward shared goals. Promote transparent decision-making processes and embrace distributive leadership principles over time.
- Build the short and long-term organizational capacity and brand required for excellence, sustainability, and growth.
 - Ensure that the network has a viable long-term financial plan and a diversified and sustainable funding base. Manage development efforts to meet ambitious annual goals by identifying, cultivating, and soliciting public, individual and foundation sources of giving. In particular, ensure that schools are maximizing all public revenue sources.
 - Elevate the network’s reputation as a great place to work
- Engage key constituents to build strategic support for Aspire.
 - Develop a strong, engaged, and active board in close partnership with the board chair.
 - Build coalitions, relationships, and partnerships with key stakeholders in support of the organization’s mission and goals. This group of stakeholders likely includes the local school district, charter authorizer, parents, donors, community members, and leaders of community and political organizations.

Location:

Oakland, CA

Compensation:

Aspire offers its employees a competitive salary and benefits, including paid time off, 100% core health benefits coverage, life insurance/long-term disability, participation in a CA or TN state retirement plan, tuition reimbursement plan, and adoption assistance program.

Apply

Review of applications will begin immediately and continue until the position is filled. To apply, send cover letter and resume to leslie@promise54.org.

Aspire Public Schools is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria. Aspire promotes affirmative action for minorities, women, disabled persons, and veterans.