



Director of Advising

ABOUT BREAKTHROUGH CENTRAL TEXAS

Founded in 2002, [Breakthrough Central Texas](#) is changing lives with our community and student-centric approach to postsecondary access and completion. We work with families and local stakeholders to foster investment in and bring highly sought resources to Central Texas schools. By developing authentic community partnerships, hiring experienced educators who increasingly reflect the communities we serve, and pairing them with well-trained AmeriCorps members, we are able to provide in-school and out-of-school time programs and services to thousands of deserving students each year, and support them to realize their postsecondary aspirations.

We are proud to have validated that our long-term commitment to students and their families is improving outcomes and increasing the number of first-generation college graduates in the region. Data show that Breakthrough participants are consistently outperforming their peers in on-time high school graduation, postsecondary enrollment, and postsecondary degree and certificate attainment. Breakthrough Central Texas is poised to leverage the state's favorable policy environment, abundant current and developing partnerships and its latest strategic plan, in the direction of the organization's new north star: promoting equity in college attainment rates across the entire Austin region. Toward that end, by 2025, Breakthrough will expand its impact to serve approximately 3,000 students in Central Texas.

WHY WORK AT BREAKTHROUGH CENTRAL TEXAS?

The Breakthrough Central Texas team firmly believes in the potential of all students, and their right to postsecondary success and self-determined lives of choice. Join us if you are a builder and a nurturer, equally committed to making college-going and degree attainment accessible for the youth in our region, while also fostering an inclusive team culture that supports us all to do our best work.

ABOUT THE DIRECTOR OF ADVISING ROLE

The Director of Advising is responsible for the coordination and execution of all postsecondary advising services for students at one of Breakthrough's partner schools. The director is a critical leader in Breakthrough's school-based model, a new organizational strategy to increase the postsecondary attainment rates of students in Central Texas. As outlined in [Breakthrough's 2019-2024 Strategic Plan](#), the school-based model will create impactful and sustainable results by blending direct service to students with capacity-building support for the high schools they attend. Reporting to the Chief Schools Officer and overseeing a team of postsecondary advisors, the director will work closely with school personnel to ensure every 11th and 12th grade student in the school receives high quality, individualized advice on their path after high school graduation. Specific responsibilities of the Director of Advising include:

- designing and executing the advising services that will support postsecondary readiness and matriculation for all students at the school, with an eye to equity and cultural relevance;
- developing productive relationships with administration, faculty, students, and families at the school location;
- leading professional development of faculty and administration on a range of topics supporting the goals of the program, including building a college-going culture and developing knowledge and skills on the discrete steps required for postsecondary access;
- creating systems for tracking student progress and identifying critical needs in order to provide timely and appropriate interventions;
- supporting program evaluation efforts to allow for effective execution and continuous improvements;
- supervising, supporting, developing and evaluating school-based advisors (staff and AmeriCorps members) so that they are positioned to deliver high quality programs and services;
- fostering a healthy culture for the advising team;

- partnering with other program leaders to ensure alignment of the school-based model with other programs and services, and
- reporting to the Chief Schools Officer and other staff and stakeholders on the impact, success, and challenges of and the school-based advising services.

ABOUT YOU

You are a strong candidate for the Director of Advising role if, above all, you are a champion for closing the opportunity gap and increasing social and economic equity and mobility through educational attainment. You are a servant leader, and feel at your best in deep relationship with the communities in which you serve. You are passionate about building authentic relationships with students, family members and caregivers, and educators. You bring content expertise in youth development, college access, supervision and team development, and in event or program operations. You will also bring experience or demonstrated capacity in:

- developing and growing programs, especially programs that include collaboration with schools;
- leading in a school, district, or nonprofit, including knowledge of best practices in learning, leadership, and postsecondary access and success;
- supervising individuals and teams to achieve ambitious goals and to grow professionally, by fostering a development-oriented environment of support and accountability;
- providing high-quality advising services to students, with a focus on building authentic relationships and a skill at advocating for the student's success in school and other settings;
- supporting students to navigate college access steps at the secondary level, including but not limited to postsecondary identity development, career exploration, college visits, test preparation and access, college applications, and financial aid;
- connecting students and their families to resources within the community, including school-based services, mental health services, and others;
- creating and overseeing the implementation of high-quality curriculum;
- executing and improving systems that support program efficiency, effectiveness and performance management;
- approaching conversations about identity, power and privilege with awareness, humility and a quest for greater understanding;
- collaborating with many, diverse stakeholders within the organization and without, including students, families, and educators, and
- prioritizing effectively to deliver on commitments in a timely manner.

REPORTING RELATIONSHIPS

The Director of Advising will report to Chief School Officer. Direct reports will include professional staff and AmeriCorps members working at the partner school location.

COMPENSATION & BENEFITS

- Competitive salary commensurate with experience and qualifications.
- Health, dental and vision insurance, Breakthrough pays 100% of employee premiums
- Matching 401K retirement plan
- Generous PTO and leave policy

TO APPLY

Please submit your resume, tailored cover letter, and salary requirements to openings@breakthroughctx.org.

Breakthrough Central Texas is committed to a policy of equal treatment and opportunity in every aspect of its relations with its applicants, staff members, and families, without regard to race, color, ethnicity, religion, gender identity/expression, sexual orientation, national origin, disability, age, military, pregnancy or parental status.

Breakthrough Central Texas is an equal opportunity employer and an organization that values diversity and inclusion. People of all backgrounds are strongly encouraged to apply to be part of our collaborative team.