



## **Managing Director – Higher Education Dallas, TX**

Educate Texas (EdTX), an initiative of Communities Foundation of Texas (CFT), is a catalyst for large-scale statewide educational systems change. EdTX partners with public and private entities to achieve the goal of strengthening the public and higher education system in Texas so that every student is prepared for educational and workforce success by earning a college degree, certificate, or technical credential.

Educate Texas currently describes itself in this way:

### **Vision**

Strengthen the public and higher education system so that every Texas student is prepared for educational and workforce success.

### **Mission**

Increase postsecondary readiness, access and success for all students by building partnerships, leading innovation, and scaling practices and policies.

### **Values**

**Collaboration**, both internally and with our partners, amplifies our ability to effect change. Measurable **impact**, on behalf of all students in the educational system, is our goal. **Integrity** and a commitment to being open, honest, and accountable to all underpins our work/voice. **Learning** through study, knowledge sharing, and experiences drives our work.

*(These core statements will continue, but an expanded and strengthened version will be part of the new strategic plan to be announced in December 2020)*

EdTX is headquartered at CFT's offices in Dallas, with satellite offices in Austin and the Rio Grande Valley.

Launched in 2003 as the Texas High School Project, Educate Texas has broadened its mission to strengthen K-12 support as well as the transition to and success with postsecondary credentials. Its new strategic plan will work to dramatically increase the number of students who can access high-quality college and career readiness programs; ensure workforce needs are built into K-12 and higher education systems and resources;

support policies and data needed to support statewide efforts to enable the growth of degree and certificate attainment; and concentrate efforts in high-need communities, including Black, Latino, Asian, and low-income communities.

The challenge: the newly-created Managing Director – Higher Education position is the first addition to EdTX’s leadership team in ten years. This is an important expansion area for Educate Texas. The Managing Director will become the strategy director and thought leader for the improvement of postsecondary access and success, and the new strategic plan’s significant goals in this area, across the state of Texas. Marshalling resources inside and partnerships outside EdTX, the Managing Director will be asked to design, build and execute a new, expanded vision for an innovative higher education program portfolio.

For more background information see:

<https://www.edtx.org>

<https://www.cftexas.org>

### **Position summary**

The Managing Director is responsible for the development of Educate Texas’s higher education and workforce efforts to increase postsecondary readiness, access and success for all students by building partnerships, leading innovation, and scaling practices and policies.

### **Relationships**

The Managing Director will report to the Executive Director, John Fitzpatrick, and will be part of the Educate Texas leadership team.

Currently reporting to the Managing Director are two Directors and their Deputy Directors. The Texas College Access Network is managed by this team (for background see <https://www.edtx.org/txcan/home>).

The strategic plan anticipates that the Managing Director will be defining and filling additional positions for the higher education team as the strategy and action plan are developed.

The Managing Director will also work with the Educate Texas Committee and with senior executives at CFT, and serve as EdTX’s lead relationship manager with a network of higher education and workforce leaders.

### **Position priorities (to be addressed during the first six months)**

- Based on the 2025 Strategic Plan, begin to define and design the strategy for an innovative, demand-driven higher education program portfolio; review current EdTX

initiatives to determine where collaboration could be beneficial, and identify other resources needed.

- Reach out to higher education and workforce leaders to build a network and begin to identify potential areas for partnership.

### **Primary responsibilities**

- Develop, manage, and guide higher education strategy and resources for Educate Texas.
- Lead the higher education team to find practical, scalable solutions to increase postsecondary access and success, and outcomes related to the 60x30 goals for Texas.
- Serve as the primary relationship manager with higher education and workforce leaders,
- Provide thought leadership inside and outside EdTX on optimal approaches for statewide scaling of higher education programs and educational initiatives.
- Serve as a spokesperson on higher education issues and promote Educate Texas in the higher education community, statewide and nationally.
- Manage relationships with philanthropic partners supporting the program portfolio; actively identify and cultivate new funder relationships.
- Manage the budget, staffing, and other organization aspects of the higher education team in accordance with EdTX and CFT protocols.
- Recruit, mentor, and retain excellent team members who are committed to higher education and the EdTX mission.

### **Ideal experience**

- Educational background: a bachelor's degree is required and a terminal degree is strongly preferred.
- Work experience: at least 15 years in the higher education, workforce development, nonprofit sector or related/relevant work, with at least 8 years' experience in a senior-level leadership role with proven ability to develop and manage a comprehensive strategic program to advance goals and objectives and to build, mentor, and motivate the team to achieve this.

- Excellent communications skills – oral, written, and presentation – are essential; Spanish language skills would be a strong plus.
- Experience in building and participating in networks that can inspire and produce systemic change.
- Track record in that shows innovative thinking in higher education, and project management skills to follow through with execution.
- Proven relationship/interpersonal skills, with the ability to develop meaningful working relationships across a range of audiences from top higher education leadership and policymakers to partners, philanthropic supporters, the media, and the public.

### **Ideal personal profile**

- A high-energy executive with a commitment to excellence and to fulfilling EdTX’s mission.
- A passionate and visionary educational leader with a deep personal belief in expanding postsecondary educational opportunity and success to Texans of all backgrounds, and particularly to those who face racial, ethnic, and economic inequities.
- A creative leader with the knowledge and skills to develop and effectively communicate strategies and goals, evaluate and establish priorities, and motivate and guide all concerned with fulfilling them.
- A seasoned higher education professional with broadly-based experience who can build the network and working relationships with leaders across the state to make significant improvement in this area.
- An outstanding individual who has the character, integrity, experience, and judgment to represent Educate Texas and Communities Foundation of Texas across all of their partners and constituencies – higher education and workforce leadership, legislators, business and community leaders, students at every level, and the public.

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