



CAMDEN CITY SCHOOL DISTRICT

Office of Human Resources

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Chief Strategy Officer

(Pending availability of funds and State Superintendent's approval)

The State Superintendent invites qualified and interested candidates to apply for the position of **Chief Strategy Officer (CSO)**.

Camden City School District (CCSD) is in a historic period of change. With the recent state intervention, Camden is uniquely poised to transform and re-focus its efforts to ensure all students have the academic and personal skills required to succeed in life. Currently, Camden City has 26 district and 11 charter schools serving more than 15,000 students in total, of whom nearly 95% qualify for free or reduced price lunch. The district is committed to building talented and committed cadres of educators and providing the appropriate supports to schools to ensure all students can be successful.

CCSD is currently undergoing a transformation process that aims to enrich the lives of both Camden students and the community at-large. In order to realize this goal, the district must have a robust central office team that supports a strong focus on sustainable and scalable programming, resources and tools that meet the needs of students, parents and community stakeholders, and partnerships that are closely linked to strong student outcomes.

The **Chief Strategy Officer** will hold a critical senior leadership position on the Superintendent's cabinet and will work closely with other cabinet officials to set the vision and strategy for the Camden City School District.

REQUIREMENTS AND QUALIFICATIONS:

MINIMUM REQUIREMENTS:

- Bachelor's Degree
- At least 5-7 years of experience working with schools or in districts that serve low-income students
- Demonstrated experience with multi-year strategic planning and communication
- Demonstrated experience leading complex change management efforts
- Track record of executing data-driven campaigns that led to strong qualitative and quantitative outcomes
- A valid driver's license as well as current insurance and vehicle with valid registration
- Required criminal history background check, physical and proof of U.S. citizenship or legal resident alien status

QUALIFICATIONS & RESPONSIBILITIES:

The Camden City School District's rapid transformation process calls for a comprehensive talent acquisition and performance management strategy to ensure that district staff at all levels across the organization are performing at a high level. Reporting to the Superintendent and working closely with key leadership team members, the Chief Strategy Officer (CSO) is responsible for the development and implementation of the vision and strategy that will guide CCSD's efforts to ensure all schools provide students with an excellent education.

The CSO provides leadership and direction to the following central office work streams: talent strategy including performance management, data management and reporting, labor negotiations and strategy, as well as central office hiring, evaluation and communication.

The role includes, but is not limited to:

- Serving as a key member of the Superintendent's Senior Team, acting as a thought leader and spokesperson on behalf of the District's schools and students, as well as presenting ideas, weighing in on problems and solutions, and engaging as a truly collaborative team player
- Developing the district's talent management vision and strategy, and managing towards achieving ambitious talent goals in alignment with human capital best practices
- Leading the charge around central office staffing efforts and providing clarity on roles, functions, goals and accountability metrics associated with the district's talent strategy and in alignment with the district's overall strategy
- Leading the operational and strategic management of several key initiatives, including the launch and scale up of an innovative *and* comprehensive teacher and leader effectiveness system, which focuses on teacher and leader development and evaluation
- Lead the design and future implementation of a performance evaluation and professional development system for all central office employees, which will include training and ongoing support for managers to ensure effectiveness
- Overseeing the district's talent pipelines for both school-based and central office staff through coordination with both the district's internal recruiting team as well as external partners
- Managing the district's relationships with labor unions, including but not limited to the CEA, CCPSA, etc.
- Collaborating closely with the Executive Director of Communications, as well as the Executive Director of Family and Community Engagement, on internal and external communications to key stakeholders on Camden's strategy

The Chief Strategy Officer may also take on other tasks and responsibilities as assigned by the Superintendent and the senior leadership team.

An ideal candidate for this role will demonstrate the following and/or have experiences with:

- In-depth understanding and relevant experience with strategy development and high-quality implementation of human capital best practices, including but not limited to hiring, evaluation, and professional development
- Strong oral and written communication skills
- Setting vision and strategy
- Creative and outside of the box thinking
- Building and cultivating relationships with a wide variety of internal and external stakeholders
- Outstanding interpersonal and teamwork skills
- Managing towards outcomes and ambitious goals despite significant obstacles
- Flexible, optimistic approach; committed to overcoming challenges; comfortable with ambiguity
- A willingness to go above and beyond to do whatever it takes to achieve strong results
- Deeply rooted mindset that all students should have access to high-quality schools, and that all schools should be held accountable to provide students with a high-quality education
- Managing change in complex school systems (especially mid-sized urban school districts) or other governmental institutions
- Ability to work independently and manage multiple responsibilities simultaneously
- Desire to grow professionally and seek out new opportunities to learn
- Integrity and clarity in all communications and interactions
- Commitment to the success of all Camden students; specifically to raising the academic achievement of children in high-poverty communities
- Ability to thrive in a fast-paced environment

REPORTS TO

- Superintendent

EVALUATED BY

- Superintendent

SALARY, EMPLOYMENT PERIOD, AND UNION AFFILIATION

Salary Range:

- Competitive based on qualifications and previous experience

Employment Period

- Twelve months, non-tenureable position

Union Affiliation

- Non-affiliated

RESIDENCY

Effective September 1, 2011, all employees of State and local government must reside in the State of New Jersey, unless exempted under law. If you already work for State or local government as of September 1, 2011, and you do not live in New Jersey, you are not required to move to New Jersey. However, if you begin your office, position or employment on September 1, 2011 or later, you must reside in New Jersey. If you do not reside in New Jersey, you have one year after the date you take your office, position or employment to relocate your residence to New Jersey. If you do not do so, you are subject to removal from your office, position or employment.

HOW TO APPLY

Camden City School District is only accepting electronic applications. Please visit our [online application system](#) to submit your resume, cover letter, and references today! Incomplete applications will not be considered.

OPENING DATE: January 15, 2013

CLOSING DATE: Until filled

PHYSICAL REQUIREMENTS

1. Employee may need to:				
a. Stand	Continuously	Frequently	Occasionally	Not at all
b. Walk	Continuously	Frequently	Occasionally	Not at all
c. Sit	Continuously	Frequently	Occasionally	Not at all
c. Drive	Continuously	Frequently	Occasionally	Not at all
2. Employee may use hands for:				
a. Single grasping	Continuously	Frequently	Occasionally	Not at all
b. Pushing & Pulling	Continuously	Frequently	Occasionally	Not at all
c. Fine manipulation	Continuously	Frequently	Occasionally	Not at all
3. Employee may use wrists for:				
a. Twisting/turning	Continuously	Frequently	Occasionally	Not at all
4. Employee may need to:				
a. Bend	Continuously	Frequently	Occasionally	Not at all
b. Twist	Continuously	Frequently	Occasionally	Not at all
c. Squat	Continuously	Frequently	Occasionally	Not at all
d. Climb	Continuously	Frequently	Occasionally	Not at all
5. Environment:				
a. Outside	Continuously	Frequently	Occasionally	Not at all
b. Inside	Continuously	Frequently	Occasionally	Not at all
6. Lifting:				

Sedentary Work: Lifting 10 pounds maximum and occasionally lifting and/or carrying articles such as books, ledgers, and small tools. Although a sedentary job is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.

Continuously Frequently Occasionally Not at all

7. **Vision** (with or without corrective lenses):
- Close vision (Clear vision at 20 inches or less)
 - Distance vision (Clear vision at 20 feet or more)
 - Color vision (Ability to identify and distinguish colors)
 - Peripheral vision (Ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
 - Depth perception (three-dimensional vision, ability to judge distances and spatial relationships)
 - Ability to adjust focus (Ability to adjust the eye to bring an object into sharp focus)

**THE CAMDEN CITY SCHOOL DISTRICT IS AN
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**