



POSITION DESCRIPTION | Director, Place-Based Strategies - Learn to Earn Dayton

Learn to Earn Dayton Vision:

All learners and their families in our region can thrive – regardless of race, gender, or zip code

Learn to Earn Dayton Mission:

Collaborate with cross-sector leaders to ensure all learners in the Dayton region have the resources and opportunities to earn a family sustaining income

Position Summary:

The Director of Place-Based Strategies provides leadership for Learn to Earn Dayton’s initiatives in focus geographies that seek to increase economic mobility and reduce disparities in student outcomes. The Director will coordinate opportunities for innovative and collaborative solutions that meet the needs of students and families in Montgomery County, through partnerships, planning, policy advocacy and data.

Position Scope and Context:

Learn to Earn Dayton is a collective impact organization serving as an innovator and incubator, dedicated to fostering the success of all Montgomery County children from birth until their graduation from college or selection of a career. Our “Big Goal” is that 60% of Montgomery County’s workforce will have a college degree or industry recognized credential.

The Learn to Earn Dayton Strategic Plan calls for a multi-pronged method to align cradle-to-career, place-based and cross-sector partners countywide, keeping equity at the center of the work. We make progress toward our mission with a systems approach, leveraging data to target resources and policy to shift practices to enable all students access to opportunity.

Learn to Earn Dayton is a cradle-to-career StriveTogether (ST) Proofpoint partner with Systems Transformation designation, one of only three organizations to earn the designation in the nation and the only one in the Midwest, which means that we have achieved the highest level of organizational performance recognized by StriveTogether.

Position Reports to:	CEO, Learn to Earn Dayton
Position Salary Range:	\$85,000 - \$115,000
Target Hiring Range:	\$95,000 - \$105,000
Position Terms:	Full-Time In Person / On Site Occasional Travel Will supervise and manage staff
Office Location:	MCESC Regional Center 4801 Springfield Street Dayton, Ohio 45431

Position Objectives:

The Director of Place-Based Strategies leads the convening of partners and community members within defined

geographies, facilitating the development of shared community visions, and building consensus that drives collaborative action. The Director contributes to organizational strategy to increase economic mobility and reduce disparities in student outcomes in Montgomery County.

The Director of Place-Based Strategies is responsible for driving systemic change, with a particular focus on ensuring that those directly impacted and often disenfranchised have voice, influence and power. The Director leverages data and research for evidence-based decision making.

Essential Functions:

Leadership

- Lead self and team with clarity, integrity and transparency
- Represent the organization at the local, state and national level, and promote the mission, vision and goals to stakeholders in a compelling and positive manner
- Serve as an active contributor to senior management team that propels the organization's overall strategy and aligns initiatives to maximize impact

Supervision & Management

- Motivate staff to accomplish goals and grow the organization's impact
- Organize team to efficiently and effectively execute work
- Establish and implement professional development plans, conduct performance management activities and ensure compliance with policies and procedures

Partnerships

- Initiate, cultivate and sustain relationships with key partners, community members, elected leaders, funders and stakeholder organizations
- Build community amongst and between partners and individuals to encourage measurable collective impact
- Provide technical assistance and capacity building to guide partners and individuals toward shared objectives

Planning

- Devise and implement near-term and long-range strategies and initiatives to accomplish objectives within established timeline and budget
- Navigate the complexities of systems-level work, anticipating and overcoming obstacles in order to address issues to achieve desired outcomes
- Incorporate community engagement to center the voices and lived experiences of residents and students

Policy & Advocacy

- Identify systemic barriers, particularly those impacting students and families in defined geographies, and work collaboratively within those systems to redesign and realign policies and procedures
- Research and recommend changes to local, state and national policy necessary to advance the mission of Learn to Earn Dayton

Data

- Analyze data to determine focus geographies and within those geographies the leading and lagging indicators for movement toward student success and economic mobility
- Report progress toward objectives, internally and externally, at regular intervals
- Define performance measurements and use them to analyze and support decision making

Qualifications:

- Minimum of five years prior experience serving as a high-ranking Director/Executive position in a successful and similar or larger size education, public sector, non-profit or foundation organization
- Bachelor's Degree, with advanced degree preferred
- Experience with critical organizational functions including strategic planning, fiscal management, program management, human resources, and public relations
- Highly organized, multi-disciplinary project manager with refined use of office technology
- Demonstrated success recruiting, managing, developing, retaining and coaching high performance, mission-

- driven and change-oriented teams
- Relevant, broad network of cradle-to-career, place-based and cross-sector partners and strong relationships with community leaders
- Understanding of advocacy and policy formation
- Comfort engaging and working collaboratively with diverse individuals and groups, with a personal and professional commitment to equity
- Experience convening stakeholders to establish a shared vision, and leverage data to design systems level solutions to complex educational, social and economic issues
- Ability to execute tasks independently with limited guidance or need for technical assistance
- Exceptional written, verbal and interpersonal communication skills, and is a persuasive public speaker able to effectively represent the organization

Working Conditions:

- Will include considerable telephone contact and paperwork
- Will require working under time constraints to meet deadlines
- Will require working during evenings and/or weekends.
- May require operating and/or riding in a vehicle
- May require extended stationary time using a computer and keyboard

Commitment to Equity:

We are committed to working with intensity toward equity through all Learn to Earn Dayton initiatives, with the goal of ensuring that *all learners*, regardless of race, ethnicity, gender, zip code, native language, abilities or socioeconomic status, have the opportunity to thrive. We work actively to transform the systems and policies that perpetuate inequities, particularly for Black and Latine students and students experiencing poverty.

Our strategies to promote equity include:

- Consistently reviewing data on student achievement and learning — disaggregated by place and by race, ethnicity, gender and socioeconomic status — to ensure that our decisions and initiatives are benefiting all students.
- Incorporating the voices of students and families, particularly those most marginalized, to evaluate our practices and programs and understand how we can support children and families with what they need to be successful.
- Consulting experts to craft policies and procedures that do not, even inadvertently, put students and families at a disadvantage.

The Montgomery County Educational Service Center is an equal opportunity employer offering employment without regard to race, color, religion, sex, national origin, age, sexual orientation or disability. Reasonable accommodation may be made to enable a qualified individual with a disability to perform the essential duties of this position. This job description does not imply that these are the only duties and responsibilities to be performed. This job description is subject to change in response to funding variables, emerging technologies, improved operating procedures, productivity factors and unforeseen events.