We are pleased to announce that we are seeking qualified applicants for the position of BETTER TOGETHER EXECUTIVE DIRECTOR

High Desert ESD celebrates all cultures and languages and is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive considerations for employment without regards to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

POSITION(S): 1 Better Together Executive Director
40 hrs/week, Mon-Fri, 250 days per year

LOCATION: Better Together/EL Hub Office, Redmond

START DATE: July 24, 2020 or as soon as possible

SALARY RANGE: $88,000 - $92,000 per year
Benefits include robust vacation, insurance and retirement package, including PERS retirement fund

QUALIFICATIONS: DEFINITION
The Executive Director of Better Together leads a robust collective movement in Central Oregon focused on transforming systems to eliminate gaps in outcomes for students and to ensure children and youth are thriving from cradle to career. This role will be responsible for overseeing work that aligns stakeholders across sectors and across communities, working with the Better Together Board of Directors, local school districts, local Education Service Districts, higher education, local business, community-based organizations, regional government and community members in Crook, Deschutes and Jefferson Counties and the Confederated Tribes of Warm Springs. Better Together prioritizes work that is led by and for the community, elevating and resourcing strategies that are co-designed with the communities that those strategies are meant to support. The Executive Director will be charged with centering the voices and lived-experiences of communities that are pushed to the margins in Central Oregon, and will work to align systems to increase the success of young people from these populations and all young people across the region. The Executive Director will use the Collective Impact model and other continuous improvement strategies to meet regional goals, and will work closely with the community, Better Together workgroup members, and the Better Together Board to lead initiatives focused on building equitable, human-centered systems in support of children and youth. The Executive Director will supervise a team of seven dynamic leaders, including staff from the Early Learning Hub of Central Oregon. The Executive Director will be based in Redmond, Oregon, and will be employed by the High Desert Education Service District (HDESD).

Importantly, we recognize and honor that the qualifications required to excel in this position can come from a range of both professional and lived experiences. Below we describe what we believe to be important qualifications for a candidate to have while remaining open to the diversity of experiences that can lead to these skill sets. Position descriptions are often presented in a way that leaves qualified candidates feeling unwelcome, intimidated, uncomfortable, and/or unqualified to apply. Recognizing that, we strongly encourage anyone who feels passionate about this work and believes they have what it takes to thrive in this role to apply.

APPLICATION PERIOD: Closes 5:00pm, Friday, June 26, 2020

CONTACT: DIRECT YOUR INQUIRIES REGARDING THIS POSITION TO Paul Andrews, paul.andrews@hdesd.org

A COMPLETE APPLICATION INCLUDES
- Letter of interest stating how your background experience qualifies you to assume the responsibilities of this position
- Current résumé
- Completed application form (may be downloaded from HDESD website www.hdesd.org ) or via Recruit & Hire https://highdesert.tedk12.com/hire/index.aspx
- Three (3) professional letters of recommendation

DIRECT YOUR MATERIALS REGARDING THIS POSITION TO Kristen Johns, Human Resources Specialist
High Desert ESD
2804 SW Sixth Street
Redmond Oregon 97756
Fax 541.638.9654
kristen.johns@hdesd.org

If you currently hold a regular position with HDESD, you may apply by submitting a cover letter, an up-to-date resume including your current position, and an up-to-date list of references.

High Desert ESD is an affirmative action equal opportunity employer and complies with federal and state statutes that prohibit discrimination on the basis of race, color, national origin, religion, sex, age, disability or marital status. If you have a disability and need an alternate format in order to complete the employment process, you may call Human Resources at (541) 693-5600. Please leave a message describing the alternate format needed. The ESD is committed to maintaining a drug-free workplace and strictly complies with drug testing policy. Employment with HDESD requires employee’s wages be paid via direct deposit to a bank account or paycard.

APPROVED: 6/5/2020

DIRECTOR OF HUMAN RESOURCES
**BETTER TOGETHER EXECUTIVE DIRECTOR**

**Definition**
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**Qualifications**

- Experience managing multiple relationships with stakeholders that represent a broad cross-section of the community (from elected officials, school superintendents and CEOs, to teachers, early learning experts, service providers, youth, and families) through a strong ethic of equity, professionalism, and integrity
- Passion for education and commitment to justice and equity for children, youth and families of all cultures, neighborhoods, income levels, demographics, abilities and lived experiences
- Experience leading systems work and thinking from a cross-sector, systems change perspective to shift policies and practices that impact young people
- Willingness and commitment to center and elevate priorities identified by communities that are often pushed to the margins
- Recognize all parents and families as the experts on what their children need to thrive
- Experience engaging, partnering, and co-design in communities across race, ethnicity, income, geographic location, sexual orientation, gender identity, and ability
- Experience working within and/or leading in close alignment with private sector priorities and strategies
- Experience formally reporting to and working with a cross-sector, high level governance board of directors and/or leadership committee
- Knowledge of and experience working with national collective impact and systems-change networks, e.g. StriveTogether
- Experiencing in a leadership position responsible for budget management and oversight
- Expertise with collective impact and with facilitating other formal continuous improvement processes
- Mastery of a variety of facilitation skills and techniques to guide groups toward consensus, gather and synthesize data, and achieve results
- Comfort with the idea of going slow to go fast while maintaining a bias toward action and results
- Experience managing and supporting a team of strong, independent leaders; experience finding potential in team members and community members and supporting the development of that potential
- Ability to take direction from a number of partners and sources and then act autonomously to get the work done. A creative self-starter that is comfortable with leading through ambiguity and improvisation
- Bachelor’s degree in Education, Public Administration, Non-Profit Management or a related field. An advanced degree is preferred. Lived and professional experience as it relates to the position may be substituted for education
- Without significant risk of injury, must be able to stand and stoop, kneel, crouch, or crawl and at times lift/move up to 50 lbs.
- Reliable transportation (and ability to travel great distances) and consistent attendance is required
- Applicants must have successful experience in working with culturally diverse families and communities, and/or have otherwise demonstrated a commitment to equity and strengthening engagement of a diverse community and skill in communicating with a diverse population.

**Classification**  Manager/Supervisor

**Reports To/Evaluated By** Better Together Board of Directors and HDESD Chief Strategy and Innovation Officer
Performance Responsibilities

1. Employ Collective Impact strategies and other formal continuous improvement techniques, as well as other facilitation skills, to help large groups of independent partners and community members define problems, develop measurable goals, gather baseline data, establish success factors, draft action plans, implement improvements, and monitor ongoing success.

2. Lead with empathy and a desire to understand and co-design for the lived-experiences of members of the Central Oregon community for whom opportunity gaps are prevalent.

3. Plan and facilitate meetings and events to engage partner organizations and support collaborative action; includes agenda planning, public speaking, facilitation of large and small groups, preparing materials, and other responsibilities.

4. Center voices of families impacted by our systems in the design and implementation of strategies.

5. Implement direction from the Better Together Board of Directors and community-led workgroups.

6. Guide the development and implementation of a data-driven action plan for several collaborative workgroups.

7. Guide, support and supervise a team of dynamic leaders, getting them what they need to thrive and ensuring clear expectations and outcomes.

8. Work with key staff members to assist in the evaluation and tracking of student outcomes.


10. Relentlessly pursue opportunities at the local, state and national level for partnership, funding and strategy development focused on transforming systems to ensure all students are thriving.

11. Understand and lead data management related to outcome measures and demographic information on students, families, and communities throughout the county and state; includes working with data from local school districts, the Oregon Department of Education, the US Census Bureau and other sources.

12. Work to align systems between Early Learning, K-12 and higher education; Elevate the importance of Early Learning throughout the region and the work.

13. Produce professional written communication for a variety of purposes/audiences including community outreach and promotions and technical data analysis/synthesis.

14. Lead in the development and management of budgets and funding, develop and manage grant/funding proposals, navigate and develop relationships with donors, oversee all organization finances.

15. Work closely with High Desert ESD to manage integrated financial and business operations.

16. Oversee the management of internal and external communications, including website, press releases, public speaking; market the work created by the collaborative workgroups.

17. Represent Better Together and elevate the work of the Central Oregon community in professional spaces in cross-sector spaces at the local, state and national level.

18. Fulfill other related duties as assigned.

Terms of Employment

Salary, benefits, and vacation are established by policy and contract.