

## Vice President, College and Career Success

**Start Date:** Immediate  
**Team:** College & Career Success  
**Location:** Brooklyn, NY

### About Achievement First:

Achievement First, a non-profit 501(c)3 charter school management organization, operates 37 public charter schools in Brooklyn, Connecticut, and Rhode Island. We exist to address the legacy of racism in education in America: we know that all children—regardless of race, zip code, or economic status—need and deserve access to a great education. Achievement First currently educates more than 14,000 students in historically underserved neighborhoods, with over 90% of our students identifying as Black or Latinx. Achievement First is an open-source organization because sharing and learning from others is a core tenet in our theory of change. For more information about the Achievement First mission, model, our schools and team, please visit our website at [www.achievementfirst.org](http://www.achievementfirst.org).

### Working at Achievement First:

First and foremost: you should work at AF if you believe in our [values](#) and want to surround yourself with people who share them. We are committed to leading for racial equity. We approach our work with humility, humanity, and the recognition that both what we do and how we do it must model the equity we seek. We strive for excellence by setting a high bar in all areas and pursuing it relentlessly. We care about the whole person and are known to be as warm as we are demanding. We choose joy and actively seek out moments of humor, gratitude, and deeper purpose for ourselves and with each other. We know that we will go further together and intentionally choose to join forces on both big and small things. We name brutal facts, embrace challenge, and see our mistakes as opportunities to get better. Finally, come to Achievement First if you want to help support schools that are striving to not only close the achievement gap but also to redefine what's possible in education.

### Who We're Seeking:

The VP of College & Career Success will be the most senior leader at Achievement First focused on the core of Achievement First's mission: supporting all of our graduates to succeed on the path of their choice, leading to 65% of alumni earning bachelor's degrees. Through their leadership, Achievement First will become one of the best public school systems in the country at having graduates complete college and/or entering into careers of their choice. Achievement First is an engaged and prominent partner in the broader education-reform movement, partnering with schools and networks from across the country and openly sharing all of our resources with all educators free of charge. The VP will serve as a leader in the national education community, collaborating with a national network of practitioners and sharing Achievement First's practices through this work.

### Responsibilities:

Responsibilities will include but are not limited to:

- Lead the College & Career Success Team at Network Support; managing and supporting the directors of each team:
  - College Access: provide leadership, coaching, training and tools to the college office staff (e.g., Dean of College, College Counselors) across our five high schools; manage summer programs

- to provide the opportunity for high school students to experience academic summer programs on college campuses and unique internship opportunities
  - Family Engagement: develop a scope and sequence of K-16 touchpoints with families and students; direct coaching to school teams on building relationships and trust
  - Alumni College Support: leadership to the director of alumni success and 8 campus-based staff who provide coaching and support to alumni in college; build partnerships with organizations and employers to support alumni transition to workforce
  - Alumni Career Support: direct coaching and support to alumni as they enter the job market whether after completing a degree or immediately following high school; this team will also support the development and management of a student and family alumni network
- Achievement First-KIPP Partnership: management of Achievement First's collaboration with KIPP to leverage our collective knowledge, experience, scale, and networks to develop breakthrough college and career strategies that dramatically improve postsecondary outcomes for our students and communities
  - Create vertical cohesion by aligning Achievement First's three academy levels programming in support of a clear "K-to-Career" strategy
    - Engage in a process to define the multi-year vision and strategy, invest key stakeholders in K to Career outcomes, and ultimately deliver the project work
    - Train and engage academy leaders in the school-based practices aligned to those outcomes
  - Serve as Achievement First's policy leader with regard to college completion, career success, and life outcomes.
    - Stay up to date with the latest trends and research on college completion and career success to ensure Achievement First has the right policy and approaches to meet our goals
    - Partner with technology teams to design tools to support network and school-based staff; design and oversee college data systems, data management, and data reporting
    - With Achievement First's high school team, continue the development and support of Achievement First's College Success Factors, a set of research-based standards and curriculum that addresses the behaviors and mindsets students need beyond traditional academics for success in college and life
    - Share knowledge and expertise internally and externally on topics relating to college completion and career success; this includes advising principals and other senior leaders, and presenting to large and small groups of staff
    - Represent Achievement First in the local and national community of funders and practitioners focused on the goal of helping first-generation college students succeed in college, career, and life

#### **Skills and Characteristics:**

- Deep experience in college access and career success, with a track record of leading a successful organization in this space
- A reputation as an exceptional manager, coach, and team leader
- Excellent communication and influencing skills that lend themselves to effective influence across all levels of the organization
- Exceptional strategic and critical thinking skills
- All candidates are expected to have:
  - A belief in the Achievement First mission and educational model

- A commitment to [Achievement First's Values](#)

**Educational Background and Work Experience**

- Bachelor's degree is required
- Minimum of 10 years of work experience

**Compensation:**

Salary for this position is competitive and commensurate with experience. Additionally, Achievement First offers a comprehensive benefits package.

**To Apply:**

Apply by submitting [our application form available here](#).

*While we're not able to reach out to every applicant, our team will contact you if your skills and experiences are a strong match.*

Achievement First is an equal opportunity employer and an organization that values diversity. People from all diverse backgrounds are strongly encouraged to apply. Spanish language proficiency is a plus. You can learn more about diversity at Achievement First here: <http://www.achievementfirst.org/about-us/diversity/>.