

Talent Recruiter

Start Date: Immediately
Team: Recruitment
Location: Providence, Rhode Island

About Achievement First:

Achievement First serves 15,000 students in 37 schools in five communities across Connecticut, New York, and Rhode Island. All of our students come to us through blind lottery. The majority are Black, Latinx, and children from low-income families who will be the first in their families to graduate from college. The mission of Achievement First is to deliver on the promise of equal educational opportunity for all of America's children. We know that every child—regardless of race, zip code, or economic status—deserves access to great schools. For more information about the Achievement First mission, model, our schools and team, please visit our website at www.achievementfirst.org.

Summary

The Achievement First Recruitment Team ensures that mission-aligned teacher of the highest quality join the Achievement First network. Reporting to the director of recruitment and working in partnership with other recruiters, this person will guide strong candidates through the selection and hiring processes. This position provides the ideal candidate with the opportunity to impact the greatest determining factor of a child's educational success: teacher quality.

Key Responsibilities of the Talent Recruiter include:

1. Candidate Selection

- Select highest quality applicants out of candidate pool of 3000 and conduct phone interviews in an effort to identify top talent
- Screen resumes and applications
- Schedule and lead phone interviews
- Review video interviews
- Create welcoming, comprehensive, and efficient application experience for candidates

2. Finalist Day Interviews and Guest Lessons

- Schedule finalist days for our most promising candidates
- Lead set up for success calls to ensure that candidates feel prepared for their finalist days
- Provide coaching and practice sessions for candidates prior to their guest lesson
- Host our most promising candidates during school visits, welcoming them warmly and introducing them to Achievement First systems and culture
- Create team and family atmosphere for candidates by building strong relationships with teachers, leaders, and scholars
- Provide school tours for candidates before guest lessons and finalist interviews

- Observe and give feedback on sample lessons
- Assist candidates with travel to and from the school site

3. Relationship Building and Advising School Leaders

- Liaison between candidates and school-based staff and school leaders
- Advise school leaders with finalist selection and matriculation efforts for a select portfolio of schools
- Provide principals and other school leaders with feedback on interviewing skills
- Proactively anticipate and respond to principal requests, e-mails, and phone calls
- Set up weekly check ins and advise principals on hiring decisions, around level of experience, diversity, and school budget constraints
- Review and evaluate current and future school staffing plans
- Set up check ins and communication norms with Regional Superintendents, Directors of School Operations, and other key stakeholders to ensure the recruitment process runs efficiently

Overall Effectiveness

- Guarantee that candidates accept the vast majority of our offers by working with school and programmatic leaders to market Achievement First in a competitive and professional manner
- Help candidates with transition to Achievement First
- Troubleshoot and brainstorm with principals and other school leaders to improve candidate matriculation rates
- Ensure unwaveringly high levels of customer service with both internal and external audiences by being honest, warm, responsive, and thorough at all times

Skills and Characteristics

- Excellent interpersonal communication skills (written and oral)
- Strong customer service-based approach to recruiting and relationship building
- Desire and ability to succeed in a fast-paced, detail-oriented, and results-driven environment
- Belief in the Achievement First mission and educational model
- Maturity, humility, strong work ethic, sense of humor, and “roll-up-my-sleeves” attitude

Educational Background and Work Experience

- 3 years of relevant experience in education or recruitment (teaching experience required)
- Experience delivering presentations to diverse constituent groups
- Bachelor’s degree from a competitive college or university

This position will require occasional travel and candidates must be willing to work nights and weekends when necessary.

Compensation

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

To Apply

Send resume and cover letter to:

Milini Rambukwella

miliniambukwella@achievementfirst.org

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/>.