

Vice President, Team Systems & Data

Start Date: Immediate
Team: Systems & Data
Location: Brooklyn, New York

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 Vice President, Systems & Data will lead the cloud infrastructure, data warehousing, analytics, systems, and digital learning functions for Achievement First. The VP will ensure that all data is aligned to the organizational vision, drives action, and contributes to an environment of instructional excellence, alumni success, and anti-racism. The VP will own and deliver data and systems strategy in close collaboration with all organizational stakeholders.

Responsibilities of the Vice President will include but are not limited to:

- Team Management
 - Lead and develop an engaged, diverse and effective team of 20+ through recruiting, training, differentiated coaching, motivating, team building, and talent planning;
 - Model and facilitate strong team culture practices, such as valuing diverse perspectives, and working across lines of differences;
 - Manage the professional growth of direct reports to build a leadership “bench”;
 - Develop short- and long-term departmental vision; utilize and model project management and change management skills to ensure optimal outcomes;
 - Manage the school software and network systems budget
- Information and Technology Vision and Planning
 - Champion the team's work to senior leadership and cabinet. Instill and inform teams on the importance of sustainable and scalable technology.
 - Identify, create, implement, and support data and systems improvement initiatives and solutions, working with internal and external stakeholders to remedy gaps;
 - Maintain a competitive edge by remaining current on trends and best practices for systems and data.
 - Work with a wide range of stakeholders across the organization as an “internal consultant” who seeks to understand business needs and can scope solutions that drive successful implementations.
 - Engage and lead projects across multiple departments and functions, including but not limited to Technology, Data, Finance, Talent, Human Resources, Academic and Operations teams.
- Analytics & Accountability

- Lead the implementation and optimization of the organization's use of data and metrics to review, improve, predict, and measure success;
- Provide timely and actionable data that will assist and influence decision-making and impact organizational outcomes;
- Advocate for data and evidence-based approaches to strategic decision making.
- Data Warehousing & Engineering
 - Oversee the maintenance and further development of Achievement First's database architecture and cloud-based infrastructure.
 - Lead the development and maintenance of Achievement First's new and existing web apps.
- Product Management & Digital Learning
 - Lead the selection, procurement, and implementation of all software platforms, online assessments, and digital learning programs across Achievement First.
 - Ensure AF's SIS and other core school systems are reliable, tightly integrated, and meet school needs
 - Collaborate with curriculum design teams, to integrate technology and digital learning programs into daily instruction.
- Identifying and securing external funding sources.

Skills and Characteristics

- Belief in the Achievement First mission and educational model
- Maturity, humility, strong work ethic, sense of humor, and "roll-up-my-sleeves" attitude
- A deep commitment to the principles of diversity, equity and inclusion and creating a safe and anti-racist environment for all scholars, families, and staff;
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; able to achieve consensus amongst differing opinions;
- Solution-oriented by nature; can see challenges from multiple perspectives and envision ideas of how to accomplish objectives using systems and processes at scale;
- Comfort with, and enthusiasm for using large amounts of data to drive decisions at the team, division, and organization levels.
- Well-versed in key Achievement First tools, including Infinite Campus, Tableau, and AWS;
- Familiarity with the field of learning measurement, including current offerings in standardized assessments (formative, summative, and diagnostic assessments);
- Working knowledge of K-12 education and urban school environments is preferred;

Educational Background and Work Experience

- At least five years of progressive, professional work in a related field; ten years of full-time work experience highly preferred.
- At least five years managing teams and direct reports and leading large systems change work organization-wide; oversight of multiple teams preferred.

Compensation

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

To Apply

Apply by completing our [online application form linked here](#). We thank all applicants for their interest, however only those candidates selected for interviews will be contacted

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/>.