

Director, Network Support Recruitment

Start Date: Immediate
Team: Team Recruit
Location: Brooklyn, Connecticut, or Providence

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 Director of Network Support Recruitment will build a best-in-class Network Support recruitment function at Achievement First. Playing the roles of both visionary and implementer, this individual will partner with Network Support teams, Team Recruit, and external partners to set the vision and strategy for Network Support Recruitment. Simultaneously, this individual will implement their outreach and selection vision to match Network Support hiring needs with the very best talent.

Responsibilities of the Director of Network Support Recruitment will include but are not limited to:

Vision and Strategy

- Create and manage a multi-year strategy to build a Network Support Recruitment function at Achievement First.
- Collaborate with stakeholders across Network Support to build a comprehensive outreach and selection process that meets hiring needs as our network scales
- Research and build an outreach and selection strategy that includes all Network Support roles from entry-level to executive
- Strategize with Achievement First senior leaders on best use of financial and human resources to achieve network-wide priorities

Candidate Outreach and Selection

- Design, coordinate and execute long term and short term strategy for sourcing candidates ranging from entry level to senior leaders
- Evaluate and cultivate prospective candidates by phone or in person
- Collaborate with the Associate Director of Recruitment Outreach to design a new, differentiated pipeline strategy for network roles
- Determine interview process, structure, and stakeholder participation that aligns to position's network strategic impact
- Ensure open roles are filled in a timely manner, both through direct recruiting and supporting a Network Support Talent Partner in year 2 of this position
- Manage and engage in dynamic problem solving for the most ambiguous and challenging staffing scenarios, including senior leader transitions and confidential searches.

Partnership and Skill Development

- Advise and collaborate with team leaders of 23 Network Support teams on hiring needs
- Develop and coach 23 Network Support senior leaders in areas of recruitment, retention, staffing and interviewing so that they are best-in-class hiring managers
- Establish outstanding Team Recruit - Network Support relationships with an emphasis on the Achievement First Core Values resulting in over 90% of Network Support leaders agreeing or strongly agreeing that Team Recruit gets the 'how' and the 'what' right.
- Manage all search firm relationships, contracts and overall strategy on engaging with external recruiting partners; manage and track external spend to optimize cost
- Collaborate with other talent teams (TTO), Leadership development and Pipeline to ensure a strong candidate experience for NS hires

Team Management:

- Directly manage, coach and support a Talent Recruiter to ensure unwavering levels of recruitment service to Achievement First Network Support teams in Year 2 of this role
- Establish data-driven yearly and monthly recruitment tactics in partnership with Director of Recruitment Operations
- Manage the Network Support recruitment budget
- Support in managing the recruitment, retention, performance, and organizational health of a 25-person team as a member of the Team Recruit Leadership team

Skills and Characteristics

- Belief in the Achievement First mission and educational model
- Highly collaborative, a track record of leading through influence at the most senior leadership levels in the absence of direct management authority
- Exceptional skills in long-term planning in complex organizations
- Strong operational mindsets and skills – able to keep lots of simultaneous trains running on time with an attention to detail and execution
- Ability to partner with a broad range of stakeholders with different interests and needs
- Ability to work proactively in an ambiguous, dynamic, fast paced environment
- 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

Educational Background and Work Experience

- Bachelor's degree from a competitive college or university required
- Master's degree required
- 5-7 years of professional experience in education, recruitment, sales, marketing and/or fundraising
- Minimum of 2 years in a management role required

Compensation

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

To Apply

Send resume to:

Kristen Nielsen, co-VP of Recruitment

kristennielsen@achievementfirst.org

Hiring Manager:

Nibette Aning, Director of Recruitment Data and Operations

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/>.