

Director of Coaching

ORGANIZATION OVERVIEW

StriveTogether leads a national movement of nearly 70 communities to get better results for major milestones in a child's life. We coach and connect community partnerships across the country to close gaps, especially for children of color and low-income children. We help partners find and solve problems with data; use a proven approach to define and measure progress; and push people on changing behavior for lasting change. The StriveTogether Cradle to Career Network reaches 10.4 million students, involves 10,800 organizations and has partners in 30 states and Washington, D.C. Together, we strive to create better systems of opportunity that truly benefit every child, cradle to career. To learn more about our work, our impact and our team, visit strivetogether.org.

POSITION SUMMARY

StriveTogether is recruiting a Director of Coaching, who will design and deliver a range of intensive coaching and strategic assistance engagements with cohorts of cradle to career partnership teams or individual cradle to career partnerships. S/he will be responsible for coaching teams in cohort-based Results Count™ programs to get results and will support the development of individual team members on their practice and application pathways to serve as coaches and facilitators. S/he will report to the Senior Director of Impact.

The ideal candidate has a results orientation, an interdisciplinary and creative mindset, and coaching competence. S/he has exceptional coaching and facilitation skills, including the ability to communicate complex concepts simply orally and in writing. Experience supporting leaders through coaching and leadership development aimed at better and more equitable results – preferably using the skills and competencies of Results Count™ – are a must. Some experience working in equity and inclusion, program management, continuous improvement, community engagement, and/or emergent learning and design is welcome. This is a unique opportunity to work with the country's only national network of cradle to career partnerships and directly contribute to the result of helping every child succeed from cradle to career.

RESPONSIBILITIES

Design and Deliver Results Count Programs

- Design and lead team-based coaching through intensive Results Count™ cohort-based programs with StriveTogether team members and cradle to career partnership teams
- Coach and support leaders of cradle to career partnerships to achieve better and more equitable results, adapting program design in real-time as needed
- Analyze and interpret data to generate and test hypotheses to get better results

Refine and Improve Content and Curriculum

- Create and refine program design, curriculum, agendas, and resources to guide partnership progress using Results Count™ skills and competencies
- Oversee the consistency of design and delivery of coaching opportunities and identify opportunities to test and improve coaching strategies
- Lift up examples of promising practices to support activation of learning for the Network

Build the Capability of Internal Team Members

- Support the individual development of StriveTogether team members to internalize and apply Results Count skills and competencies in multiple roles

MINIMUM REQUIREMENTS

- Demonstrated passion for and commitment to StriveTogether’s mission and values
- Dedication to racial equity and inclusion in education and economic opportunity
- Results orientation with experience leading projects from ideation to execution
- Growth mindset with an inclination for learning, continuous improvement, and action
- Exceptional interpersonal skills and comfort in collaborative networked environments
- Experience supporting leaders through coaching and leadership development, giving direct feedback, generating hypotheses, and managing change processes
- Creative problem-solving aptitude, with proven ability to work collaboratively to address adaptive challenges, resolve conflicts and handle strategic issues with diverse partners
- Poised oral and written communicator, demonstrating professionalism and clarity
- Autonomy to balance independent work with limited guidance and collaborative work
- Ability to travel between 30% and 50% to Network sites, dependent upon needs
- Willingness to spend time (approximately 25%) in Cincinnati or Chicago (where StriveTogether is based)
- At least five years of professional experience

Compensation: StriveTogether offers competitive salary and benefits, commensurate with experience and skills.

To apply, send a cover letter and resume to apply@strivetogether.org by May 21st, 2018.

StriveTogether is an equal opportunity employer.

