



**POSITION ANNOUNCEMENT: EXECUTIVE DIRECTOR**  
**LOCATION: MILWAUKEE, WI**

[Schools That Can Milwaukee](#) (STCM) and [Partners Advancing Values in Education](#) (PAVE) are embarking on an organizational merger that will significantly increase the reach, impact, and leverage of both organizations serving Milwaukee's youth. Driven by shared values and a deep commitment to the students of Milwaukee, the merged organization will provide a unique suite of services to ensure schools from all sectors provide a high-quality education to every student. At a time of leadership transition, this merger provides a once-in-a-lifetime opportunity for a dynamic and seasoned leader to build on the assets of each organization and ensure the successful implementation of the merger, as well as the resultant organization, moving forward.

PAVE provides a variety of programming that supports schools and school leaders in Milwaukee. Its efforts are rooted in a long and strong history of supporting Milwaukee students, and a deep belief that great schools are well-run organizations that allow teachers to teach, and students to learn at their fullest. Specifically, PAVE provides the resources necessary to build strong school organizations and accountable governance and leadership to drive excellent results in Milwaukee schools. Programming includes Board recruitment and training, tailored coaching and mentoring for school leaders and Board members to ensure well-run schools, connecting school communities to a network of schools and community resources, and providing targeted financial investments to help excellent schools serve move students. Please visit the [PAVE website](#) to learn more about their work and impact.

Since 2010, Schools That Can Milwaukee has led an unprecedented cross-sector collaboration of talented leaders from traditional district, independent charter, and private voucher schools serving predominantly low-income students. Their mission is to ensure that every single child in Milwaukee has the opportunity to attend a high-quality school. To do that, STCM engages, empowers, and connects transformational school leaders to foster more high-quality schools for the kids and families who need them most, increasing opportunity and closing the achievement gap. Today, STCM is working with more than 215 leaders from 52 urban schools serving over 17,000 Milwaukee students. Key programming includes school leadership pipeline programs to develop the next generation of Milwaukee school leaders, intense coaching and training of school leadership teams, coordination of local and national high-quality school visits to expose Milwaukee school leaders to best practices, and regular professional development that fosters an open and collaborative environment for discussion around school leadership and improving outcomes for students. Learn more about STCM's results and impact [here](#).

**About the Opportunity**

Schools That Can Milwaukee and PAVE are currently seeking a new Executive Director to lead the new merged organization. With shared values, strong boards, exceptional teams, committed funders, complementary services, and strong program results, the merger demonstrates the Boards' strategic approach to leveraging their work to better serve Milwaukee students. Reporting to a newly configured

Board of Directors and managing senior leaders within the merged organization, the Executive Director will have primary responsibility for overall strategic leadership of the organization as well as daily management. Strong candidates will be passionate about increasing access to high-quality education for Milwaukee students, closing the achievement gap, and using school leadership and governance development and accountability as key levers for change. In addition, the ideal candidate will be an exceptional relationship-builder, able to navigate complexity both internally and externally and inspire deep commitment to a shared mission and vision.

### **Your Contributions**

In this exciting role, you will serve as the key staff leader ensuring the execution of the merger to build a stronger and larger organization to support the students of Milwaukee. Specifically, you will:

- Guide and inspire the Board and staff in the creation and execution of the new organization's mission, vision, and strategy
- Provide strategic organizational leadership and daily tactical management for the entire organization, overseeing programs, leading fundraising and partnership development, and ensuring strong operational and financial management in support of the long-term success and impact of the organization
- Lead the integration of the two organizations, including strategy, program, board, staff, systems, and branding
- Prioritize sustaining and growing the organization's revenue base, ensuring the continuity of funding relationships from each precursor entity as much as possible and leveraging the merger to increase gift size and donor base
- Provide thoughtful and clear leadership to the staff and the Board, recognizing the challenges of a merger while inspiring the optimism of the organization's potential for impact and building a shared organization culture to support programmatic impact as well as staff retention and development
- Serve as a leader in education reform initiatives within Milwaukee and across the state, actively soliciting opportunities to participate in community gatherings, funder gatherings, and discussions about education reform and school leadership
- Proactively develop and execute strategies to increase organizational brand awareness and visibility, actively pursuing partnerships that highlight the work of the organization and develop a wider community presence among funders, partner organizations, and local politicians;
- Serve as an active participant in and support of the organization's programming, developing strong relationships with school leaders, community leaders, coaches, and local influencers
- Oversee all financial and operational functions of the organization, including HR and IT

### **Your Background and Qualifications**

As the incoming Executive Director, you will possess many, though perhaps not all, of the following characteristics and qualifications:

- Passionate commitment to increasing educational opportunities for the children of Milwaukee and closing the achievement gap across the city; belief in the ability of all children to succeed
- Experience in school reform and leadership development for schools is strongly preferred but not required
- Successful track record of leadership in entrepreneurial environments, holding positions of increasing responsibility
- Demonstrated experience designing and executing strategic fundraising plans that incorporate multiple revenue streams and both local, regional, and national funding sources

- Experience as the primary external face of an organization, having demonstrated the ability to serve as a thought leader, preferably around issues of education reform and educational equity
- Knowledge of the Milwaukee philanthropic, political, and educational landscapes is preferred but not required
- Exceptional written and oral communication skills, demonstrating an ability to conceptualize and describe the organization's programs and impact in a way that is compelling to diverse audiences
- Proven leadership skills with the ability to inspire and motivate a dedicated and high-performing team and lead a committed Board through significant change
- A commitment to leading a data-driven organization that measures and prioritizes outcomes
- Ability to strategize, work on multiple projects, adjust quickly to shifting priorities, meet deadlines, exercise good judgment, and handle high-pressure situations
- Demonstrated success thriving in an entrepreneurial, fast-paced, and collaborative team
- Ability to demonstrate a positive attitude, sense of humor, energy, and high degree of flexibility within a professional setting
- Bachelor's degree or equivalent experience required; advanced degree preferred

In return for your contributions, we offer competitive compensation and a generous benefits package.

**How to Join Our Team:**

If you are interested in learning more about how your passion and experience can help STCM/PAVE meet its mission and grow its impact, please upload a resume with a **thoughtful and targeted cover letter**, outlining how your skills and experience meet the qualifications of the position and stating how you heard about this opportunity, both in Word format and addressed to Leslie Dixon, Search Committee Chair, [here](#).

Applications will be reviewed on a rolling basis.

*STCM/PAVE encourages individuals of all backgrounds to apply for this position, and we do not discriminate on any basis prohibited by applicable law.*

*We celebrate the diversity of our nation and community, and we seek to build a team that reflects that diversity. We welcome and encourage all qualified applicants who share that same vision, as we want to engage all those who can contribute to our work and this mission.*

**About Our Partner: Commongood Careers**

[Schools That Can Milwaukee](#) and [PAVE](#) have partnered with Commongood Careers to conduct the search for an Executive Director. Commongood Careers is a mission-driven search firm that supports the hiring needs of high-impact nonprofits. With an approach that leverages robust talent networks, recruitment and search management expertise, and a deep understanding of our clients' missions and cultures, we help organizations secure the talent they need to create greater social impact. Since our founding in 2005, Commongood Careers has led more than 800 searches at 300 organizations in 33 states, making us one of the most experienced and dedicated nonprofit search firms in the country. [Learn more about nonprofit job opportunities at Commongood Careers.](#)