



## SENIOR DIRECTOR OF PROGRAM INNOVATION (REMOTE)

### ABOUT THE ORGANIZATION

The [Black Teacher Collaborative \(BTC\)](#) believes in the genius and beauty of Black children and the unique role of Black Teachers in cultivating their gifts. BTC seeks to ensure that all Black children will have challenging, affirming, and innovative learning environments staffed by a critical mass of Black educators equipped to maximize their shared racial identity to push students' academic growth, sociopolitical consciousness, and socio-emotional well-being. BTC aspires to be the leading expert and service provider for supporting the success of Black K-12 schools while expanding our impact across the American South and to urban centers serving high concentrations of Black students.

Black Teacher Collaborative is a social entrepreneurial venture providing professional development, products, and services for Black educators working in Black schools. BTC's work centers around our [Black Liberatory Pedagogical Framework](#) that seeks to represent the ideological and instructional manifestations of the concept of education as a vehicle for liberation for Black people as represented across the Black teaching tradition translated into a 21st context. BTC's work and pedagogical framework are grounded in the socio-political theory of Black Self-Determination. We marry our pedagogical framework with a critical interrogation of mainstream best practices and emerging innovations in teaching and learning, Black child development, and the spectrum of disciplines that intersect with Black children and Black educators' educational experiences.

### POSITION DESCRIPTION

The Director of Innovation reports directly to the Vice President of Program and Innovation at the Black Teacher Collaborative (BTC). In this role, you will lead the design, piloting, replicating, and scaling of new programs and solutions for Black teachers teaching Black students in predominantly Black schools. The Director of Innovation is responsible for managing the strategy and process of innovation for the various programs in the Innovation portfolio. You will also be responsible for identifying new and innovative solutions to both new and existing challenges that arise within the programs. You should be a rigorous critical thinker and natural problem-solver. Your experience should include managing complex design and innovation projects requiring numerous internal and external stakeholders' buy-in, input, and work products.

### Essential Duties and Responsibilities

- Set the vision and strategic plan for how BTC will design and implement diverse solutions - programs, resources and tools, and learning experiences - that support Black teachers.
- Lead the cycle of innovation towards the development of new programs and solutions in preparation for piloting.
- Lead the continuous learning process from pilots; use data to propose recommendations for full-scale adoption of new piloted programs and solutions.

- Predict, create and/or procure key resources (i.e. systems, design resources, capacity, etc.) needed to reach innovation projects' objectives and manage resources in an effective and efficient manner.
- Collaborate with the Director of Program Implementation to prepare and manage project budgets based on the scope of work and resource requirements.
- Collaborate with the Director of Program Implementation to manage contracts with vendors and suppliers by assigning tasks and communicating expected deliverables. ● Provide project updates on a consistent basis to various stakeholders about strategy, adjustments, and progress.
- Liaise and engage with the broader Black education and education innovation community, as well as the innovation community broadly to gather feedback to inform ideas and solutions
- Actively participate in building and maintaining funder relationships by attending funder meetings and events.
- Manage, develop, grow, and retain a team of STEM and Humanities designers and consultants to achieve outcomes.
- Serve as a culture leader on the broader BTC team and within the Program and Innovation Teams.
- Work collaboratively with the Director of Program Implementation and Program Managers to ensure the high-quality execution of solutions.
- Travel (~30%) - Oversee program implementation, org-wide retreats, and as needed.
- Other duties as assigned.

## **SKILLS & QUALIFICATIONS**

- Master's degree in Education, Business, Policy, or a related field, is highly preferred ● 5+ years of K-12 education experience; at least 2-3 years as a K-12 classroom teacher ● 5-10+ years of experience including the following:
  - Leading the development, piloting, replication, and scaling of programs and/or solutions within the education, child/youth development, and/or non-profit space, with research-based practices informing the design and implementation
  - Leading human-centered design and/or innovation processes from problem generation into pilot implementation
  - Leading complex collaborative projects with both internal and external stakeholders to create innovative solutions
- Excellent data analysis and analytical skills
- Strong interpersonal skills and extreme resourcefulness
- Proven ability to complete projects according to outlined scope, budget, timeline, and outcomes
- Deep knowledge of Black liberatory pedagogy and/or culturally responsive and sustaining pedagogy
- Experience successfully facilitating adult learning
- Intellectual curiosity and a demonstrated interest in using research to understand the impact of interventions on student outcomes

- Strong alignment, personal, and professional commitment with BTC's Values, [Vision](#), [Philosophy, & Mission](#), and [Pedagogical Framework](#).

#### **Must Haves**



- An awareness of the professional development needs of Black educators and the teaching and learning needs of Black students
- Deep awareness of the day-to-day operations of school districts and experience interfacing with district-level leaders and funders
- Experience using data to make programmatic decisions

#### **LOCATION, SALARY, & BENEFITS**

**Location:** Remote

**Start Date:** This role is available for immediate start.

**Salary:** The salary range for this role is \$110,000-140,000 and is competitive and commensurate with experience.

**Benefits:** The Black Teacher Collaborative offers a benefits package that includes medical, dental, vision, holidays, paid time off, and retirement.

**To Apply:** Interested applicants may submit their application [here](https://apply.workable.com/stronger-consulting/j/2C93D107C7/): <https://apply.workable.com/stronger-consulting/j/2C93D107C7/>. In lieu of a cover letter, applicants will complete four short (150 words or less) application questions. Applications will be reviewed on a rolling basis.

#### **Equal Opportunity Employer**

The Black Teacher Collaborative is committed to providing equal employment opportunities to all qualified individuals and does not discriminate on the basis of race, color, ethnicity, religion, sex, gender, gender identity and expression, sexual orientation, national origin, disability, age, marital status, veteran status, pregnancy, parental status, genetic information or characteristics (or those of a family member) or any other basis prohibited by applicable law.