



NewSchools Venture Fund is a national not-for-profit venture philanthropy firm that seeks to transform education through powerful ideas and passionate entrepreneurs, so that all children – especially those in underserved communities – will have an opportunity to succeed.

CHIEF EXECUTIVE OFFICER

OVERVIEW

NewSchools Venture Fund was created in 1998 by social entrepreneur Kim Smith and venture capitalists John Doerr and Brook Byers, each of whom had witnessed the power that visionary entrepreneurs held to create dramatic change in other sectors, such as technology. NewSchools' founders believed that education entrepreneurs could similarly bring about much needed change in public education if they had access to both early-stage capital and strategic, hands-on support to start and grow their organizations.

Since its founding, New Schools has raised over \$250 million from individuals and foundations, and has invested in a national portfolio of early-stage organizations—including charter schools, teacher preparation programs, and education technology companies. More than 330 schools enrolling over 130,000 students are operated by NewSchools ventures, over 350,000 students are being taught by the nearly 8,000 high-quality teachers trained by NewSchools ventures, and 15 million students are reached by NewSchools' ed tech portfolio. These ventures have had demonstrable positive impacts on student outcomes and changed the conversation about what is possible in public education.

WHAT WE BELIEVE

NewSchools believes that entrepreneurship—the process of using innovative strategies to bring great ideas to scale and sustainability—is essential to changing the way education is delivered. NewSchools is dedicated to supporting these entrepreneurs and ensuring that traditionally underserved children benefit from their innovations.

WHAT WE DO

NewSchools measures its impact by the aggregate outcomes of its entrepreneurs. To optimize this, NewSchools:

- **analyzes** the landscape, striving to maintain an “around the corner” sense of how, where, and when disruption in education will happen, taking into consideration policy, human capital, and tech trends;
- **conducts diligence** in search of leaders and/or ideas possessing the vision and capacity to drive organizations that will scale to serve millions of students, teachers, or schools;
- **raises** philanthropic dollars from foundations, individuals, and corporations which share the belief that entrepreneurs can change public education;
- **invests** in education entrepreneurs: passionate innovators who expand the boundaries of what can be achieved for students from low-income communities;
- **propels** ventures by promoting their solutions; advising on strategic issues, and serving on governance boards;
- **magnifies** learnings that advance reform through publications and thought leadership; and
- **connects** important constituencies across the education reform movement, starting with its annual Summit and continuing in less formal ways year round, in order to transfer good ideas, tackle shared challenges, and accelerate progress towards shared goals.

ORGANIZATION

NewSchools currently operates two national innovation funds, one focused on education technology and the other on teacher training, and four City Funds in Boston, Newark, Washington DC, and Oakland. The bi-coastal team of approximately 40 professionals is located primarily in four cities: Oakland (where NewSchools is headquartered), Palo Alto, Washington DC, and Boston. The team reflects “hybrid” cross-disciplinary talent from various disciplines and experiences designed to blend the best of education and business in order to help build and scale promising organizations. Each of the Managing Directors is an expert in different investment and functional areas and is able to serve as a valuable advisor to both entrepreneurs and investors, and the organization is served by a strong external affairs and development team as well as a central finance team.

POSITION & SEARCH

The next Chief Executive Officer of NewSchools will succeed Ted Mitchell, a founding Board Member of the organization and its leader for nine years, who has been nominated to serve as Under Secretary of Education in the U.S. Department of Education.

The NewSchools CEO has the opportunity to significantly shape the landscape of education reform through the investments NewSchools makes and through the network of entrepreneurial organizations of which NewSchools is an essential part. In addition, s/he will have a distinct platform and a unique opportunity to play a high-profile, public role in national education reform, and will inherit an organization with a well-earned reputation as a leader in education innovation, a passionate team, a dynamic portfolio, a distinguished board, and a culture driven by the goal of ensuring that every child receives an excellent education.

NewSchools has squarely established itself as a premier investor, talent scout, facilitator, advisor, and convener around cutting-edge ideas in education. Like all organizations, NewSchools faces strategic challenges that will define its role going forward. The Board and the team expect that *the next CEO will leverage a robust background in education to provide critical leadership in setting the direction for NewSchools in the context of these challenges*, which include:

- 1) identifying the next areas for NewSchools’ investment and activity;
- 2) balancing the nimbleness of multiple investment funds with the need to act in concert to achieve the mission;
- 3) seeking ways to make NewSchools itself sustainable, through fundraising and investments;
- 4) challenging a highly talented team to work even more collaboratively to better share knowledge and experience;
- 5) defining an appropriate role for NewSchools in the world of policy and advocacy;
- 6) better communicating to relevant audiences the breadth and reach of NewSchools work; and
- 7) continuing to add to a Board whose talents and energies support the NewSchools mission.

With these goals in mind, the **responsibilities of the CEO** are:

- **vision:** with support from the Leadership Team and the Board, defining and articulating NewSchools’ direction and investment strategy, constructing and determining key initiatives, and focusing the team according to established priorities;
- **portfolio:** collaborating with the Managing Directors to define and refine New Schools’ investment strategy in each fund to maximize impact;
- **funding:** working closely with the NewSchools Board to identify new and secure established sources of funding from foundations, corporations, and individual donors;
- **team:** developing and managing the team in a manner that is empowering and caring, encourages a culture of strong performance and accountability, and also breeds an integrated, collaborative working style;

- **message:** being an eloquent and persuasive proponent of NewSchools and its approach as a spokesperson, regularly contributing to the national discussion regarding public education reform by delivering speeches, leading convenings, leveraging social media and meeting with a variety of audiences including entrepreneurs, funders, district leaders, community groups, politicians, school administrators, teachers, the media, and the general public;
- **brand:** ensuring that NewSchools is nationally recognized for empowering entrepreneurs as a lever for reform and driving systemic change in education; this includes travelling extensively in order to build strong ties to all of the NewSchools offices, and serving the organizations that NewSchools funds by taking on a portfolio of Board directorships consistent with her or his expertise;
- **results:** working with the Leadership Team to create meaningful metrics to evaluate and communicate the organization's impact;
- **organization:** assessing the overall design and strategic positioning of NewSchools as an organization and a team and making substantive changes - when necessary – which will improve the overall operational cohesion and effectiveness of NewSchools;
- **Board:** partnering with the Board leadership to evaluate and maximize the Board's capacity for impact; and
- **management:** ultimate oversight and monitoring of an annual operating budget that is currently \$30M, as well as providing day-to-day leadership and expertise to ensure that NewSchools is managed efficiently and that the operational needs of the organization are met.

PROFESSIONAL QUALIFICATIONS

First and foremost, the CEO must embrace the NewSchools mission of transforming public education through powerful ideas and passionate entrepreneurs, so that all children – especially those in underserved communities – will have an opportunity to succeed.

Additionally, the successful candidate for the position will possess **experience** in the following areas:

- extensive participation in national education reform circles;
- a minimum of 5 years of successful executive management experience across a multi-site organization that includes development of a strong culture of collaboration and performance among senior staff;
- demonstrated facility in building networks of individuals and organizations that can provide ongoing philanthropic support;
- proven management and team-building experience;
- a track record of achievement in both strategic planning and implementation;
- experience on or with boards of directors;
- experience as an entrepreneur or supporting entrepreneurs;
- an advanced degree or equivalent.

Next, the successful candidate must have the following **skills**:

- the capacity to create visibility and build national stature for NewSchools;
- strategic vision and intuition to anticipate future opportunities that will help the organization continue to be a leader in the field;
- the ability to manage collaboratively but decisively;
- superb critical thinking and decision-making abilities; and
- outstanding creative thinking and problem-solving skills.

Finally, the successful candidate must possess the following **personal characteristics**:

- authenticity, credibility, and an interpersonal style capable of cultivating and closing new sources of funding from a wide range of donors;
- deep and demonstrated commitment to fundamental public education reform and a nuanced understanding of issues related to racial, ethnic, class and gender equity for K-12 students;
- the executive presence to inspire confidence and passion internally, and the requisite persistence and zeal to lead a mission-driven team toward ambitious goals;
- the gravitas and authority required to be the public face of NewSchools;
- a demonstrated commitment to working with people of diverse backgrounds, cultures, socioeconomic levels and perspectives and creating a working environment in which people with diverse perspectives can thrive;
- an entrepreneurial spirit of seizing opportunities and overcoming obstacles, being resourceful, and embracing the Art of the Possible;
- the ability to bring divergent groups together and the credibility and dynamism compelling enough to inspire people to action;
- the maturity and wisdom required to draw on the leadership and experience of the NewSchools Board and diverse advisors;
- a motivational style that will foster a success-oriented, accountable and collaborative environment; and
- willingness to travel at moderate levels (approximately 2-3 days per week).

REPORTING RELATIONSHIPS

The CEO reports to the Board of Directors. Currently reporting to the CEO are the President & COO, the Chief Advancement Officer, the Policy Director (currently on leave), and an Executive Assistant.

LOCATION

There is a strong preference for the CEO to be located in the Bay Area, where NewSchools is headquartered. However, consideration will be given to superior candidates located in the Northeast who cannot relocate, but whose experience, networks, and skills are compelling.

COMPENSATION

A competitive compensation package including base salary, performance bonus, and complete benefits is available.

For more information, please visit www.newschools.org.

TO APPLY:

Applications will be **accepted through 02/21/14** and should include a cover letter and current resume. Nominations, applications, or questions should be directed to:

Monisha Lozier
Partner & Co-Founder
Bellwether Education Partners
312-451-2984, monisha@bellwethereducation.org

*NewSchools is an equal opportunity employer.
People of diverse background are strongly encouraged to apply.*