

## **POSITION DESCRIPTION: Executive Revolutionary**

Our rigorous program designs have been extremely successful at a small scale with generous investments in innovation from key funders. Teachers and student debaters tell us that our programs offer a unique opportunity to engage educators and students in creating fundamental changes in urban public school cultures and outcomes. Demand for both our programs is very strong. With sufficient resources we are ready to multiply our size and impact. This is the “RIUDL Revolution” we’re asking our new Executive Revolutionary to lead.



The most critical challenge we face is creating a longer-term revenue model that supports our ambition to help more urban students overcome structural inequity and achieve academic and life success. We have tremendous assets around which such a business model may be created:

- Research-based evidence of effectiveness, rigorous program design and excellence of execution by our staff
- A high degree of alignment with innovative educational strategies, including those adopted by Rhode Island school districts, the state Department of Education and thought leaders in educational change
- Strong and productive relationships with teachers and school administrators
- Amazing student debaters and leaders, with a wealth of personal testimony and stories about our impact
- A legacy of support from Rhode Island’s legal community, based in part on a mutual commitment to expanding minority access to legal education and practice
- Sustained support from philanthropic leaders in Rhode Island

### **The Position:**

RIUDL’s leader serves as chief executive. In partnership with the Board of Directors, s/he is responsible for the organization’s success and overall awesomeness.

Together, the Board and Executive Director ensure RIUDL’s relevance to the community, accomplishment of its mission and vision, adherence to its values, and accountability to its various constituents—students, teachers, partner schools, parents, donors, volunteers, partner agencies/orgs., and its communities.

The Board delegates responsibility for management and day-to-day operations to the Executive Director. S/he has the authority to carry out these responsibilities, in accordance with the direction and policies established by the Board.

### **Must HAVES**

- Commitment to RIUDL’s values, mission, and vision
- Proven ability to motivate and inspire others to do their best work; demonstrated ability to co-create
- Passion for urban education, education reform, and a genuine belief that all young people have the ability to succeed and thrive
- Demonstrated success in planning and executing fundraising and other revenue-generating activities necessary to support our operations.
- Commitment to customer-centricity (student, teacher, donor, etc.)
- Visionary systems thinking capabilities

- Self-starting, goal-driven entrepreneurial spirit
- High degree of discretion and integrity
- Knowledge in the following areas: education; finance and personnel; planning; program design and evaluation; and governance.
- Advanced project management and sense-making skills: the ability to convert multiple inputs into a coherent strategy/plan and ensure follow-through
- Sophisticated relationship-building skills/ability to earn respect and trust of all RIUDL's constituencies
- Exceptional interpersonal, written, and oral presentation skills; the ability to tailor the presentation of complex ideas to any audience
- Knowledge of current teaching methods/educational trends, and use of new technologies
- Zest for ongoing learning
- Sense of humor and absurdity
- Belief that anything is possible

**Nice to haves:**

- Understanding of policy debate fundamentals
- Spanish language proficiency
- A demonstrated ability to work in collaboration with both school administrators and teachers
- Knowledge of change-management theory and/or social psychology/behavioral psychology
- Urban debate experience
- Unicorn horn and pockets full of glitter

Starting salary will be in the \$45K - \$55K range, with health benefits and paid vacation.

**HOW TO APPLY: (after reviewing full job posting at [www.riudl.org](http://www.riudl.org))**

Please email a resume and a detailed cover letter (PDF or Word, please) **by June 8, 2018** outlining how skills and experience demonstrate an ability to meet the challenges and opportunities of this position with the subject line "I'm your Revolutionary" to the Search Committee:

**search@riudl.org**

The Rhode Island Urban Debate League is an Equal Opportunity Employer.

**We seek an applicant pool that reflects the diversity of our community and the students we serve.**