



Director of Leadership Development – California

Building Excellent Schools trains high-capacity individuals to take on the demanding and urgent work of leading high-achieving, college preparatory urban charter schools.

Since its inception in 2001, BES has trained over 120 founders, resulting in the creation of game-changing schools across the country. But the hard work doesn't stop with the earning of a charter. That's when it really begins. It is for this critical work that BES now seeks a **Director of Leadership Development**. This individual will provide coaching and support to BES leaders founding and leading schools in California during the key early years of school development, and as they grow to become established organizations. This candidate will ideally be located in the Bay Area.

Reporting to the Director of Follow On Support, the **Director of Leadership Development (DLD)** is responsible for coaching leaders – both established and aspiring – towards leading urban charter schools of true excellence. The DLD will ensure that each leader develops a academic vision supported by strong best practices in school culture. The work will include partnering on hiring, feedback on the instructional model, and side-by-side mentoring of the leader as they lead the school. As a regional expert, this individual is also responsible for helping BES leaders understand and navigate the local landscape and will equip leaders to identify key stakeholders, build community support, devise targeted messaging, and develop the political and fundraising savvy necessary to to grow and sustain the school.

To be successful in this role, the ideal candidate will demonstrate:

- A strong belief in the BES mission and approach;
- Proven success in founding or leading a high performing urban school, backed by strong academic results;
- Entrepreneurial spirit, with experience founding a school or organization;
- Knowledge of the California educational landscape;
- Success in coaching and training principals and school leaders;
- Consummate professionalism and the ability to multitask;
- Exceptional oral communication skills, including excellent presentation skills;
- Outstanding written communication skills, with a keen attention to detail;
- Desire to work in an intense, focused environment;
- Ability to travel extensively (40% of position).

To apply, please submit a resume to the BES Recruiting Team at recruiting@buildingexcellentschool.org.