



Manager, Fellowship Recruitment

Building Excellent Schools (BES) trains leaders to take on the demanding and urgent work of leading high-achieving, college preparatory urban charter schools. The BES Fellowship has resulted in the incubation and establishment of more than 100 schools in 26 cities. Nationwide, these schools serve as national models of superior performance.

The **Manager, Fellowship Recruitment** is responsible for cultivating and maximizing relationships with our partnership pipeline organizations and connectors, as well as directly sourcing and cultivating top candidates for the BES Fellowship. Reporting to the Director of Fellowship Recruitment, attendant responsibilities include:

- Identifying top partnership organizations and connectors in target territories
- Managing relationships with top partnership organizations and connectors to educate them on the Fellowship and to invite candidate recommendations
- Researching, creating and managing competitive analysis of BES competitors and recruitment strategies
- Proactively recruiting top prospect candidates in target territories

In conjunction with both the Director of Fellowship Recruiting and Director of Talent, the Manager, Fellowship Recruitment will be responsible for:

- Facilitating the detailed definition of the BES brand
- Creating a promotion strategy (both national and territory specific) for the BES Fellowship and embracing a leadership role in the execution of that strategy
- Creating and managing a recruitment and marketing strategy for the BES Fellowship which will include:
 - Serving as the Fellowship spokesperson
 - Soliciting and managing promotion opportunities
 - Collaborating with the Communications team on website copy and social media strategy

Successful candidates for the Manager, Fellowship Recruitment embody the following personal characteristics:

- Passion for transforming the lives of children through increasing access to excellent schools
- Exceptional communication and interpersonal skills
- Ability to juggle competing priorities and multiple deadlines in a fast-paced, mission-driven environment
- A 'whatever it takes' mentality

Successful candidates also have:

- 2-5 years of professional experience in a challenging business, education, or non-profit role
- Bachelor's degree

- An eagerness to learn and apply new solutions to complex issues
- An ability and desire to travel frequently to target regions
- A knowledge of and ability to use data and tracking systems to drive results
- Direct recruiting experience preferred, but not required

Salary and Benefits:

- Salary commensurate with experience
- A competitive benefits package including health, dental and 401k will be included

To apply for this position, please send your resume to recruiting@buildingexcellentschools.org