

SEARCH FOR THE EXECUTIVE DIRECTOR Position Profile

The mission of RE-Center Race & Equity in Education is to activate youth and adults to drive transformative change towards racially just schools and communities.

About RE-Center Race & Equity in Education

RE-Center provides support to all of those working to transform K-12 schools and school systems into nurturing and equitable learning environments, where people can understand and challenge systemic racism and oppression, and create an ecosystem of empowered students supported by conscious, critically thinking adults and supportive, safe schools and communities.

Background

RE-Center (formerly The Discovery Center) has been working toward a future without prejudice since its founding by actor and philanthropist Paul Newman in 1992 (Newman's Own Foundation).

In the late 2010's, RE-Center re-prioritized to a racial equity lens that recognized the root of the problem as racism, and began work with educators and other school staff to educate them on how oppression shows up culturally, how it affects their behaviors and interactions with young people, how they internalize those beliefs, and how those beliefs show up in their schools' culture, policies and practices.

Today, RE-Center, based in Hartford, Connecticut, provides educational communities (schools, school districts and education focused groups or organizations) adult professional and youth development programs, technical assistance, coaching and consulting that grows their racial equity lens and practice so they may affect and enact systemic change. RE-Center serves 5,000 individuals annually and is supported by grants, contracts and fees, and is an Equity in Education Training Provider through the Nellie Mae Educational Foundation and the William Caspar Graustein Memorial Fund.

In 2019, RE-Center was selected by the Hartford Foundation for Public Giving's Nonprofit Support Program as one of the 'Tenacious 10' nonprofits to participate in a 30-month process to develop an earned income social enterprise. This new program and revenue stream will help support RE-Center's mission and support the diversification of the organization's source of revenue. RE-Center's total operating budget over the past five years has been about \$1.0 to \$1.2 million.

You may learn more about RE-Center: Race & Equity in Education at: <https://re-center.org/>

Leadership Transition: About the Opportunity

Reporting to the Board of Directors (the "Board"), and working closely with staff and key constituents to promote the organization's mission, the new Executive Director will be a passionate, seasoned, dynamic leader, spokesperson and advocate with a firm understanding of institutional racism and intersectional forms of oppression. Ideal candidates will have a solid educational sector background; a track record of meaningful staff development, exhibited strong board relations and financial acumen; and have had successful experiences building both collaborative and fund development relationships.

The Board seeks a new leader who can leverage RE-Center's programs, services, collaborative partners and staff, to further align the organization's mission with contemporary societal issues. RE-Center's programs and services include the following:

- Adult Professional and Youth Development
- Racial Equity Primer Workshops
- Racial Equity Technical Assistance
- Equity Teams for Positive School Change
- Consulting Training Institute

The new Executive Director will provide strategic leadership; ensure the development and delivery of anti-racism and racial equity programs, while bringing a fresh perspective; revisit, refine and implement the strategic plan and vision; leverage RE-Center's assets, reputation, and talented staff; galvanize its community and alliance partnerships; implement a staff development program; drive fundraising efforts; be a strong communicator/social media proponent, and maintain and develop a strong relationship with the Board.

To support this important leadership transition, the RE-Center Board has engaged NEGRON Consulting to facilitate a thoughtful and inclusive transition process. Staff and Board members participated in the development of this position profile, which was also informed in part by a recent organizational assessment that included input from community partners/stakeholders. The assessment was conducted during Fall 2020, and the staff and Board have continued related discussions into early 2021. Results of the environmental scan will inform the next leader through an on-boarding process with the Transition Consultant.

Profile of the Candidate

Candidates for the Executive Director position must have a proven track record of leadership and management, and will be passionate about RE-Center's current role and future aspirations, be a systems thinker, understand the big picture, and the ability to excel. The new leader must be coalition/team builder with a lens of racial equity and advocacy; a connector on community engagement; a strategic thinker, a problem solver, and have an entrepreneurial spirit.

For consideration, candidates must have five years of senior management experience, including strategic planning, administration, fundraising, fiscal management, board development and relations, communications, staff development, and community mobilization and collaboration.

Qualifications: The Board seeks candidates for the Executive Director role with the following experiences and abilities:

Deep Knowledge of Anti-Racism, Racial Equity, and Social Justice Work

- Firm understanding of institutional racism and intersectional forms of oppression.
- Confidently present themselves as a subject matter expert on racial equity.

Community Collaborations/Alliances and Strategic Communications

- Initiate, develop and maintain productive and mutually beneficial collaborative relationships with individuals and organizations which effectively represent racially and ethnically diverse communities across the region, including as a liaison with community groups.
- Proven ability to develop and implement marketing/communications programs creating a clear and consistent identity that generates understanding and enthusiasm for the mission and goals; and clear understanding of accomplishments and impact generated by RE-Center.
- Accomplished public speaker serving as primary spokesperson.

Fundraising

- The ability to work collaboratively with the Development and Communications Manager in developing fundraising strategies and executing them in partnership with the Board.
- Demonstrated experience cultivating and maintaining relationships with private and public funding sources; and supporting development of a culture of philanthropy with the Board.

Operations/HR Management and Staff Development

- Senior management experience including leading, inspiring and managing a diverse staff.
- Experience recruiting/hiring, supervising, mentoring, providing professional development opportunities and directing and evaluating senior staff in the performance of their duties.

Financial Management and Planning

- Oversee all financial reporting, contractual obligations and donor/funder restrictions, and appropriate internal policies and procedures ensuring such compliance.
- Prepare and administer annual operating and capital budgets, and understand and manage multiple projects,
- Manage communication with the Board to provide regular comprehensive reports on revenue, expenditures and other key financial and non-financial metrics.

Senior Leadership, Strategic Thinking and Planning:

- Transformative ability to provide vision and leadership for accomplishing the mission and long-term development and growth, as well as remaining up-to-date on emerging trends.
- Strong track record of strategic thinking, planning, and aligning mission, the business model, internal systems and structures, staff and board, and programs to support that strategy.

Governance, Board Relations and Management

- Experienced in board governance and working with a board of directors on strategic planning, policy development, financial management, and fundraising.
- The ability to manage and foster relationships and communications with the board of directors; participate actively in board meetings and present its members with the information necessary to support successful and informed governance, planning and action.

Advocacy and Educational Leadership

- An understanding of public school systems.
- Ensure programs are of the highest quality and meet the needs of a variety of audiences.
- A commitment to stay informed of legislation impacting RE-Center's mission

Other Minimum Qualifications

- Bachelor's degree required; relevant advanced degree strongly preferred.
- Formal training in racial equity, anti-racism, DEI and related work.
- Excellent written and verbal communication skills. Ability to maintain/encourage open communications with staff, the Board, volunteers and the community.
- Tech savvy and strong proponent of social media.

Personal Characteristics and Leadership Attributes

- Effective listener; high emotional intelligence; open-minded; inclusive; enthusiastic.
- Strongly committed to racial equity, anti-racism, DEI, and social justice.
- Relationship/coalition builder; approachable; fair; passionate; authentic; servant leader.
- Self-confident, resilient; integrity; believes in continuous learning/improvement; focused.
- Not afraid to take on difficult conversations around racism, white supremacy and more.
- Well-organized, results-driven and inspiring; visionary; politically savvy; mature; judgment.

Candidate Application Guidelines

This national search is being conducted by NEGRON Consulting and being led by Michael Negrón. All submissions are confidential. To express an interest, candidates should **include a resume and cover letter**, and apply via email to: **search@negronconsulting.com** with following in subject heading: **RE-Center Executive Director**

Please also indicate how you learned of the opportunity, along with salary expectations and attach any other relevant information (e.g., published articles, presentations, etc.). All applications will be acknowledged and kept strictly confidential. Applications will be accepted until the position has been filled. Please submit your candidacy within 15 days of the position posting date.

***RE-Center: Race & Equity in Education is an Equal Opportunity Employer.
We will seek, and welcome, a diverse pool of candidates.***

About Hartford, Connecticut: Hartford is centrally located between Boston and New York City and 20 minutes from Bradley International Airport. Cultural sites include: Harriet Beecher Stowe Center; Amistad Center for Art & Culture; Mark Twain Museum; a new minor league baseball stadium; riverfront activities; and the UCONN basketball teams and tournaments. Area educational institutions include: Trinity College, St. Joseph's University, University of Connecticut, University of Hartford, Capital Community College and Manchester Community College.