

Job Title: Principal Associate

Organization: Education Resource Strategies

Education Resource Strategies, Inc. is a non-profit organization that works with large urban public school systems to rethink the use of district and school-level resources, supporting strategies for improved instruction and performance. ERS is the only organization in the country with over 10 years of experience collaborating with the largest urban districts in the area of strategic resource allocation. We have worked with Los Angeles Unified, Chicago Public Schools, Atlanta Public Schools, Baltimore City School District and the School District of Philadelphia.

What makes ERS unique?

(1) Our analytical approach: The core of our practice is to provide in-depth strategic and analytic support to leaders of large urban school systems. We do this by combining extensive knowledge of school systems and educational theory and practice with intensive, quantitative financial and data analysis. To support this work, we have developed analytic techniques, methodologies for mapping resources, and metrics for gauging performance that provide our clients with a unique perspective on how they deploy resources to support their priorities. This unique perspective, combined with ERS developed web and excel based decision support tools, provides district and school leaders clear and actionable information to develop solutions to resource allocation issues.

(2) Our collaborative client engagements: ERS's client engagements are partnerships. We view it as part of our explicit mission to build client capacity to understand and implement effective resource practices. Successful engagements result in clients internalizing our methodology and approach into the way they do business. To accomplish that goal, our approach is very different from the typical grab data, crunch numbers, deliver a report model. Our client engagements frequently last over extended periods with significant contact, including working sessions where we collaboratively grapple over analysis to develop solutions and customized training.

(3) Our contribution to the national conversation: One of ERS's primary missions is to influence the national conversation on district and school resource issues. Our working partnerships with school systems form the bridge between practice and research. Our relationship with clients provides us with access to a wealth of information not otherwise publically available and an unrivalled knowledge of the resource issues facing districts. This experience and the extensive comparative database of resource information and metrics for all of the districts in which we have worked form the foundation of our research and support tool development.

Our headquarters are in Watertown, MA, along the beautiful Charles River and conveniently located to Harvard Square and the Mass Pike. We have a unique work environment; we are committed to high quality in our work and committed to achieving that quality through a flexible environment that values work/life balance. More information about ERS is available at our website:

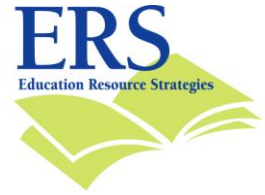
www.educationresourcestrategies.org

Job Description: Principal Associate

ERS is a small but growing firm. Demand for ERS services among large urban districts is increasing, and we hope to double the number of districts we serve over the next several years. To do this, we must add a

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small number of highly qualified and committed Principal Associates to the ERS team. The ideal ERS Principal Associate has strong and proven analytical skills, including proficiency in or the desire to master supporting tools such as excel and SQL, enjoys the interpretation of information and data and thinks strategically. ERS is a small organization with a strong professional learning community. As such, we place teamwork, initiative and a desire to learn and grow at a premium. While experience in the education sector is not required, a passion for improving the educational experience for all students is!

An ERS Principal Associate typically works on a 2-4 project teams per year, but only two client engagements at one time. The typical engagement usually runs for most of the school year, and our client is most often the Superintendent and his or her direct staff. While all client engagements are unique, most engagements require intensive data collection, analysis, and mapping as well working with the client to understand the implications of the work and to develop leveraged strategies and solutions to address the highest impact implications.

The Principal Associate will be responsible for leading the analysis, including supervising one or two analysts, summarizing conclusions from the data, and developing client presentations and reports. Depending on the size and complexity of the project the Principal Associate may also be responsible for managing the day-to-day project needs, reporting to the Project Lead. ERS's inclusive and collaborative approach to project teams ensures that Principal Associates will have the unique opportunity to participate in meetings with Superintendents and other district leaders. All ERS staff members are expected to participate in the ERS' internal and external knowledge management through practice area development, writing articles for publication, and supporting the development of client decision-making tools.

Responsibilities include:

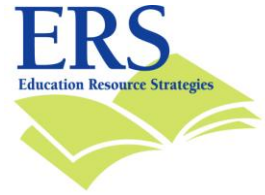
- Actively participating as a member of ERS project teams
- Leading well defined sections of project work, including:
 - Actively contributing to the design of the analysis
 - Owning well defined analyses from start to finish
 - Planning, executing and communicating results with limited supervision
 - Drawing implications and conclusions from analyses
 - Producing client ready documents and presentations
- Assisting in developing and managing the project work plan
- Develop of tools, products and papers for publication and dissemination
- Supervision of one or more analysts
- Participation in client meetings and presentations
- Some travel is required, usually averaging one to two overnight trips per month

Qualifications:

- Masters degree (MBA, MPP, MPA or Education) required.
- 3-4 years experience in strategic consulting, quantitative analysis or other comparable management field with a strong emphasis on strategy & analytics
- Some project management experience preferred.
- Strong management and leadership skills
- Proven analytic and strategic capability
- Excellent written and oral communication skills

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- Experience in education or education reform a plus but a passion for improving urban education systems is required
- Experience with Microsoft Excel and PowerPoint required, and Microsoft Access and SQL preferred

Salary: Competitive

Contact: Interested in becoming an ERS Principal Associate? Please submit your resume and cover letter to Julie Derderian: jderderian@educationresourcestrategies.org