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## School Design Leader

### Job Description

Education Resource Strategies (ERS) is seeking a high-performing secondary school leader with expertise and passion for transforming student achievement via strategic school design. We use the term "Strategic School Design" to refer to the deliberate organization of a school's resources--talent, time, and technology--to increase student achievement and support a school-wide vision. This may involve helping schools restructure the school day and staffing model to support flexible grouping, use technology to extend student time on task, or design teaching roles that extend the reach of highly effective teachers. While there are many schools around the country that are strategically designed, these are generally isolated cases that are the result of high performing school leaders and school leadership teams; there are very few school *systems* that support strategic design at scale. ERS aims to change this. We are one of the few organizations in the country with extensive experience supporting strategic school design at the school AND system level. We work with the leadership of large, urban districts to redesign systems, while also working directly with school teams to redesign schools.

We are searching for a Leader of our School Design Practice Area. An ideal candidate would have a proven track record of success as a school leader of a high-performing and high-poverty school, an analytic mind and a love of data, a passion for strategically organizing talent, time, and technology resources at the school level, and strong interpersonal and presentation skills.

### Responsibilities:

- Design state-of-the-art frameworks, tools, and curriculum for school and district leaders that result in participants taking measurable action to restructure resources (or district practices and policies that support resource use) more strategically
- Use learnings from direct work with districts to develop tools and publications that result in a broader audience (beyond ERS' direct clients) taking action to redesign schools
- Act as a thought partner to other ERS teams working on school design content; develop templates and tools to support ERS teams on common modules of work
- Supervise more junior members of the ERS school design practice area team
- Collaborate with other leading change agents in school design space, extending the impact of ERS' frameworks, tools, and thought leadership in the area of school design, and advancing our tools through learning from our partners
- Some travel will be required, averaging one trip per month

### Qualifications:

- Demonstrated passion and commitment to improving urban education and 3-5 years experience in a school leadership position (preferably principal or assistant principal)
- Strong academic record including a graduate degree in business, public policy, education, or other equivalent
- Strong management, leadership, and relationship-building skills
- Critical thinking skills; proven quantitative, strategic, and analytic capability
- Experience with Microsoft Excel and PowerPoint
- Excellent presentation, written, and oral communication skills
- Highly self-motivated and willing to proactively take on leadership roles within the team and the organization

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## About Education Resource Strategies

Education Resource Strategies (ERS) is a non-profit strategy consulting firm dedicated to transforming how urban school systems organize resources- people, time, technology, and money- so that every school succeeds for every student.

ERS is the only organization with nearly 10 years of experience working with the largest urban school systems in the country on strategic resource allocation. We have worked hand-in-hand with more than 20 school systems nationwide, including 16 of the 100 largest urban districts, on topics such as teacher compensation and career path, funding equity, school design, central office support, and budget development. We also share research and practical tools based on our extensive dataset, and we collaborate with others to create the conditions for change in education.

In all of our work, we focus on the larger picture—how resources work together to create high-performing systems. Our non-profit status enables a different kind of partnership with districts and states: one where we participate in the transformation struggle, create insights together, and share lessons with others. Please visit our website to learn more about our work, our impact, our team, and our core values: [www.erstrategies.org](http://www.erstrategies.org).

## Benefits of Working at ERS

- **Opportunity for impact:** ERS works with some of the largest, most influential and innovative districts in the country to truly transform their practices. Your work will change the lives of thousands of students.
- **Entrepreneurial spirit:** As a small organization, we are continuously improving, and we encourage innovative ideas, honest feedback, and constant learning.
- **Collaborative work environment:** We do most of our work in teams. We bring our collective wisdom and expertise to everything we do, often tapping the expertise and leadership of colleagues across the organization.
- **Healthy work/life balance:** We support every member of the ERS team in integrating meaningful work and professional growth with a health personal life throughout his or her career.

## Contact Us:

Interested in joining the ERS team? Please submit your resume and thoughtful cover letter to: [careers@erstrategies.org](mailto:careers@erstrategies.org).