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LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

VICE PRESIDENT PROGRAMS & STRATEGIC GROWTH Techbridge Girls

Brakeley Search

formerly known as Leadership Search Partners,
is a search firm focused exclusively on the nonprofit sector.
As a division of Brakeley Briscoe, Inc. (BBI), Brakeley Search works with
local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director, Stacey Konner, CDR, CPSP, CDSP

is leading this search assignment. Inquiries may be made, in confidence,
to Stacey Konner at skonner@brakeleysearch.com.

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TITLE: Vice President Programs & Strategic Growth
ORGANIZATION: Techbridge Girls (TBG)
LOCATION: Remote
REPORTS TO: Chief Executive Officer

TECHBRIDGE GIRLS MISSION

Techbridge Girls re-engineers the way Black, Indigenous, and girls* of color from marginalized communities experience STEM by catalyzing out-of-school time STEM educators and STEM professionals into equity educators and advocates through training and curricula that promote access, belonging and persistence.

*TBG serves Black, Indigenous, and all girls of color, which includes cis girls, trans youth, gender non-conforming, and/or non-binary youth who experience(d) girlhood and economic insecurity as a part of their journey.

ABOUT TECHBRIDGE GIRLS

Techbridge Girls is an award-winning national nonprofit organization bringing science, technology, engineering, and math (STEM) education to all girls across the US. For over 20 years, TBG has reengineered the way STEM education is taught, centering girls' brilliance and potential, with an emphasis on increasing STEM access, belonging, and persistence for BIPOC (Black, Indigenous, and people of color) youth from marginalized communities.

TBG believes that without BIPOC girls' experiences, values, interests, voices, and brilliance, we will never experience the full possibilities of what STEM can do for our world, and have set a goal to reach one million girls by 2030.

TBG takes a holistic approach towards engaging girls emotionally and intellectually, by equipping educators with gender and culturally responsive practices, engaging families to support their youths' persistence, and connecting role models to inspire and encourage, ensuring that girls leave the TBG program equipped to bring their brilliance and unique experiences to thrive in the STEM revolution. This approach continues to set TBG apart as a STEM equity leader.

With an annual organizational budget of over \$5 million and 25 employees, Techbridge Girls is in the midst of bold growth to increase its impact.

TBG COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI)

"TBG's Intersectional Anti-Racist work aims to disrupt and challenge racism and gender bias in STEM fields and culture by igniting STEM interest and belonging in BIPOC girls and gender-expansive youth, who will one day change the STEM field and the world. We work toward systemic change with educators, challenging them to think of their work with youth and

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administrators as critical to creating more just educational systems.

We recognize the truths and the challenges we face living in a racist, sexist, and capitalist culture and the necessity to develop innovative ways to break down these systemic barriers to create new pathways for girls' futures. We promote a workplace built on community, respect, empathy, and compassion that foster an environment where our team can have tough conversations to ensure we all are working together towards the same goal."

ABOUT THE OPPORTUNITY

Reporting to Techbridge Girls' Chief Executive Officer, Nikole Collins-Puri, the Vice President Programs & Strategic Growth is expected to be a leader and key member of the executive team.

The Vice President's responsibilities will be to:

- Collaboratively articulate, implement, and operationalize TBG's strategic vision, mission, and goals
- Develop and oversee programmatic roadmap and maintain high-quality programmatic standards that align with strategic goals, field best practices, market needs, academic standards (e.g. NGSS), social justice/equity and social-emotional frameworks, and research
- Develop an inclusive, equitable, team-based environment to motivate and inspire staff to work collaboratively toward vision and goal, by clearly communicating TBG's vision and how it aligns with programmatic and partnership strategy
- Oversee the development and implementation of a monitoring and evaluation process for programs to assess areas to improve current and future outcomes, output, and impact
- Develop, execute, and manage successful program and partnership strategies to enable and activate TBG's growth plan and accelerate progress toward accomplishing strategic goals
- Develop and manage a budget, accurately forecast revenue and expenditures
- Act as an external ambassador, attracting and stewarding the right decision makers and influencers and also serving as a principal point and spokesperson to promote programmatic efforts and over strategic priorities of the organization
- Represent TBG at meetings and conferences related to STEM education and equity; represent TBG on boards, committees, and taskforces, as necessary
- Partner with Development staff to support program-related fundraising and support revenue growth
- Partner with the MarCom department to prepare external facing material to reflect TBG's value proposition and programmatic impact

This is an excellent opportunity for an accomplished professional who would like to join a collaborative team of leaders who value justice, equity, diversity, and inclusion and who wants to be part of an organization that is in the midst of exciting growth and transformation!

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Professional Experience/Qualifications

Experience:

- At least 7 years' experience leading a senior team in a high-growth organization
- A minimum of 5 years leading a programs department
- Experience overseeing the strategy for and managing the effective implementation of program models, capacity building, and/or partnerships
- Developed a programmatic strategy aligned with organizational strategic goals
- Experience with programs serving youth, racial/gender equity, schools, and/or STEM
- Developed, implemented, and/or led a monitoring and evaluation process for programs
- Experience with analyzing data to inform programmatic and operational decision-making
- Experience innovating and executing new programs and in scaling programs
- Advised leadership on programmatic changes that may impact revenue, growth, and capacity goals
- Demonstrated ability to deepen relationships with partners to amplify impact
- Assessed external opportunities and trends to direct program/partnership strategies
- Acted as spokesperson to promote programmatic efforts and strategic priorities of an organization
- Experience collaborating ensuring alignment across departments within organization
- Experience with creating a mission-driven culture of accountability; enhanced workplace culture and justice, equity, diversity, and belonging values
- A minimum of 10 years working with youth, education, and/or social justice organizations

Highly Preferred:

- Ability to identify, grow, and steward opportunities for partnerships that further strategic and growth goals
- Experience with rapid growth in an organization and the flexibility, openness, and adaptability that is needed with high growth
- Reported to a nonprofit board and staffed board committees

Skills:

- Collaborative with senior management and seen as a partner with CEO
- Strategic and decisive decision maker with the ability to prioritize and communicate to all levels
- Track record of growing abilities of staff and encouraging increased responsibilities, team building and retention, coaching direct reports, and enhancing workplace culture
- Excellent interpersonal and communication skills with experience collaborating in a high-growth and mission-driven environment

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Personal Characteristics:

- Passion and commitment for Techbridge Girls' mission
- Commitment to demonstrating DEIJ values and acknowledgment of privilege
- Comfort and ease in navigating change and the flexibility that is needed with growth
- Comfortable and confident having difficult conversations
- Strong emotional intelligence, especially in empathy, self-awareness, and active listening
- Outstanding interpersonal and communication skills

COMPENSATION

A highly competitive compensation and benefits package will be made available to the qualified candidate. The starting salary range is \$135,000-\$145,000.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of Techbridge Girls. For immediate consideration, interested candidates should apply via email by sending a resume and cover letter as PDF or Word documents to Search Consultant Paola Ferrate at pferrate@brakeleysearch.com

TECHBRIDGE GIRLS EOE STATEMENT

Techbridge Girls is a social justice organization committed to creating a fair and equitable society for all girls to thrive and succeed in STEM no matter their background, race, ethnicity, socio-economic status, gender identity, and/or orientation. As a Black woman-led organization comprised of over 70% people of color, we are committed to creating an inclusive and diverse workplace where every staff member feels heard, supported, valued, and can share their authentic brilliance to move the Techbridge Girls mission forward. We are an equal opportunity employer, committed to addressing issues of racism and inequity internally and externally.

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