Opportunity: School Leadership and Innovation Partner, NYC
(Full-time)

About the Role/Purpose:
Big Picture Learning (BPL) seeks a School Leadership and Innovation Partner ("School Partner"), NYC primarily supports BPL’s efforts to influence student-driven career exploration at scale across NYC. School Partners support leaders and educators in providing student-driven learning opportunities, refining practice and driving school improvement, while modeling continuous improvement, relationship- and trust-building, collaboration, and creative solution-making. This NYC-based School Partner will join an NYC-based team of dynamic educators and advocates for youth voice and opportunity, as well as a team of coaches supporting schools across the country.

Primary Responsibilities: specific scope includes, but is not limited to, the following:

- Provide school and leadership coaching and professional development training to teachers and principals, primarily in schools across NYC.
- Support implementation of BPL’s key design elements, and in particular its student-centered approach to real-world learning, in a variety of schools.
- Support BPL’s engagement in career-connected learning initiatives across New York, including the Career Readiness and Modern Youth Apprenticeship program (CRMYA), which includes communicating and collaborating with key partners and schools.
- Plan and facilitate activities to support the cultivation and maintenance of a community of practitioners implementing real world learning programming, including trainings and convenings for school leaders and others.
- Coordinate and co-lead workshops and collaborative convenings for teachers and schools, particularly those in NYC and those focused on career exploration and readiness.
- Develop and support networking efforts to fulfill BPL’s mission, vision and priorities.
- Ensure the success of complex projects through planning, collaboration, and regular project reporting through face-to-face and virtual meeting updates, and written reports using technology and digital tools.
- Participate in organization-wide trainings, meetings, and events, including monthly staff meetings and two annual BPL Conferences (Big Bang and Leadership).
- Collaborate proactively and productively with BPL NY team, other School Partners, and other staff or team, as needed.
- Collaborate with colleagues to address organizational changes needed to support successful implementation of new initiatives, including structures, processes, and systems.
- Willingness to travel to the BPL Bronx Hub office at least one day per week (more as needed) and throughout NYC (and beyond) on a regular basis.
- Support efforts to advance DEI (Diversity, Equity, Inclusion) and antiracism on a micro (self), meso (organization), and macro (systems-level/external) level.
- Other responsibilities may be assigned based on organizational need and individual skills and interests.

May 2024
Desired Credentials & Experience:
While there may be benefits to a BA, MEd, MBA, MPA, or related advanced degree, research demonstrates that education requirements can be a deterrent for qualified candidates to apply and can perpetuate gender and racial disparities. We encourage all candidates with the professional experiences and leadership qualities outlined in this position specification to apply.

- 5+ years’ experience in educational leadership and/or facilitating professional development/coaching.
- Experience working in/with NYC Public Schools, and navigating academic policy strongly preferred.
- Highly organized and detail-oriented project manager.
- Experience with data collection and project evaluation preferred.
- Experience/familiarity with BPL’s approach to student-centered real-world learning.
- Documented track record of success working with schools/teams serving:
  - Students growing up in poverty
  - Students of color
  - Students with Learning Disabilities
  - Immigrant Youth & English Language Learners
  - Learners dealing with trauma

Qualifications
Candidates for this position must share our passion and commitment for rethinking the possibilities of education for decades to come. We steadfastly believe that students should be at the center of their own learning and that education (in particular public education) is due for a reorientation that allows students to be confident in the pursuit of their own passions and interests.

The geographic spread of BPL’s work and the fact that all BPL staff work virtually, requires individuals to have strong internal accountability. The organizational culture supports flexible and contextually appropriate decision making processes. As a result, individuals who thrive in BPL are comfortable juggling multiple projects and prioritizing tasks, advancing the work in the face of uncertainty, willing to take risks, exhibit entrepreneurial behaviors, take ownership and see tasks and ideas through from conception to implementation, and possess the communication and interpersonal skills needed to work well with people at all levels of the organization.

Organizational Skills
- Steadfast belief that students should be at the center of their own learning and that education (in particular public education) is due for a reorientation that allows students to be confident in the pursuit of their own passions and interests.
- Strong internal accountability (especially important due to the geographic spread of BPL’s work and our virtual teams), comfort juggling multiple projects and prioritizing tasks, and the ability to work remotely in distributed teams across multiple time zones.
- Ability to exhibit entrepreneurial behaviors, take ownership, and see tasks and ideas through from conception to implementation.
- Excellent interpersonal communication skills (speaking, writing, listening) in person and virtually.
- Commitment to continuous improvement, a relentless approach to growth and learning, and an openness to constructive critical feedback.
- Collegial and empathetic approach to working with others, while bringing a creative, flexible and thoughtful approach to your work.

May 2024
• Ability to use - or quickly learn - multiple tech platforms (i.e., Google Suite, Salesforce, Asana).

**Application Process and Timeline:**
Confidential inquiries are welcomed. Applications will be reviewed on a rolling basis. It is advantageous to apply as soon as possible. **Final deadline for applications is June 14, 2024.**

**Desired Start Date Window**
July 1, 2024

**Click Here To Apply**
You will need to provide the following documentation:
1. Thoughtful and Tailored Cover Letter of Introduction (≤ 2 pages)
2. Resume/CV
3. List ≥ 2 Professional References

**Location:**
NYC-based, hybrid work schedule - The majority of the BPL organization is fully remote, but our NYC-based team follows a hybrid schedule which includes working from home, working in our Bronx-based office at least one day a week, coaching schools in person and virtually (schedule varies), and attending other in-person events (as necessary).

**Report to:** Director, New York State

**Compensation**
• BPL provides a competitive salary commensurate with experience
• Annual salary range for this position is $85,000 - $105,000 (full-time)

**Benefits Package**
• Fully paid medical, vision, and dental coverage
• Fully paid life insurance policy, including short term and long term disability insurance
• Pension plan which includes a company contribution of 5% of your salary with 100% vested after 6 months of employment
• Eight (8) weeks paid parental leave
• Thirteen (13) paid holidays, plus 2 religious floater holidays
• End of year holiday break (from Christmas Eve through New Year's Day)
• Eleven (11) personal/sick days, plus paid birthday
• Eighteen (18) days of paid vacation, which is earned and accrued at 1.5 days/month beginning the first full month of employment

**Other workplace benefits offered full time employees**
• Use of company laptop computer
• Printer/copier/scanner for home office
• Office supplies for home office
• Cell phone bill is paid or can become part of the company plan. BPL will pay up to $400 towards the purchase of a new phone

**About BPL**
It is our vision that all students live lives of their own design, supported by caring mentors and equitable opportunities to achieve their greatest potential. We move forward prepared to activate the power of

May 2024
schools, systems & education through student-directed, real-world learning. We are activists. -
www.bigpicture.org

At BPL, we are practitioners and practice the implementation of truly innovative designs. We are story
doers and we work with an intensity and drive that rivals any other organization or business. We
relentlessly focus on elevating the voice of students, parents, and communities. At BPL, innovative and
valuable ideas matter more than the role of the person sharing them. We work together to achieve our
mission because we know we can accomplish more as a team. Many BPL team members report that
the "family feel" of our organization is what makes our work so rewarding. Working at BPL is a vibrant
and ongoing learning experience and we seek to offer all staff the opportunity to experience work that
aligns with the ten student expectations described in Leaving to Learn.

Big Picture Learning is an equal opportunity employer and prohibits discrimination against and harassment of any employee or
any applicant for employment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation,
gender identity and expression, veteran status (special disabled veterans, disabled veterans and Vietnam-era veterans), or any
other characteristic protected under applicable federal or state law. We are committed to providing an inclusive and welcoming
environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients; and all qualified applicants
are encouraged to apply, including minorities, women, veterans, and individuals with disabilities.

May 2024