



## **Opportunity: Program Director, Northwest Arkansas Regional Internship Program**

### **About the Role/Purpose:**

Big Picture Learning (BPL) seeks a Program Director to create a regional RWL program in the Greater Bentonville Arkansas Area.

There is an increasing need for high schools to provide young people access to mentor networks to build social capital and provide opportunities for Real World Learning (RWL) including career interest exploration, informational interviews, shadow days and internships/apprenticeships. To fully realize a thriving RWL program, schools and after school programs need :1) training and capacity growth to support RWL, 2) technology tools to manage the complexity and track data, and 3) a regional approach to build broad networks.

Big Picture Learning has extensive experience building regional RWL programs. We have had the wisdom and experience to train practitioners, we have the technology support with ImBlaze to manage RWL at the school and regional level. Finally we have been able to provide the regional talent to help grow and nurture this work.

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

- Develop, manage, coordinate and support the direction of the Greater Bentonville Regional Internship Network (formal name TBD) that includes communication with schools, districts and internal Big Picture Learning personnel involved with this project
- Maintain a weekly log of project activities
- Organize and assist with coordination of related research and evaluation
- Develop a website and social media presence with support from BPL personnel for both these projects
- Present at conferences for this project
- Work with and report directly to Director of Digital Innovation
- Support broader BPL Design and ImBlaze implementation in the geographic region.
- Support efforts to advance DEI (Diversity, Equity, Inclusion) and antiracism on a micro (self), meso (organization), and macro (systems-level/external) level
- Other duties as required

### **Desired Credentials:**

- 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.
- Ability to work effectively in multiple school and district environments
- Confidence and effectiveness in collaborating with grass-roots partners

- Demonstrated technology fluency. Particularly regarding database design, and implementation of digital systems.
- Communication, planning and logistics skills for convening stakeholders
- Facilitation and professional development skills for collaborative work and learning
- Preference will be given to applicants who are physically based in Northwest Arkansas

### **Qualifications**

Candidates 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
- 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 September 31, 2022.

### **Desired Start Date Window**

October 2022

### **To Apply:**

[Click here to apply](#) and be prepared to submit the following:

1. Thoughtful and Tailored Cover Letter of Introduction (≤ 2 pages)
2. Resume/CV
3. List ≥ 2 Professional References

### **Location:**

This work is primarily focused in the Bentonville/Northwest Arkansas region. Hiring preference will be given to candidates based in this region. Periodic travel will also be required.

### **Compensation**

- BPL provides a competitive salary commensurate with experience
- Annual salary range for this position is \$75,000- \$95,000 (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
- Four (4) weeks paid family leave after 12 months of employment
- Thirteen (13) paid holidays, plus 2 religious floater holidays
- 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 schools, systems & education through student-directed, real-world learning. We are activists. -

[www.bigpicture.org](http://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.

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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.