



POSITION: **Chief Executive Officer**
The National Alliance for Partnerships in Equity
The NAPE Education Foundation

LOCATION: **Remote/Flexible Location**

The Chief Executive Officer will report to the NAPE Education Foundation Board on operational and Foundation-related issues. They will also report to the NAPE Executive Committee on issues related to the membership organization. A major focus of the work will be leading NAPE from its current stage to a more mature organization delivering on its long-term vision. Specifically, they will ensure that NAPE's fiscal, operations, fundraising, marketing, human resource, technology and programmatic strategies are effectively implemented throughout the organizations and the work they do.

ORGANIZATION DESCRIPTION

Incorporated in 1995 as a 501(c)6, the National Alliance for Partnerships in Equity (NAPE) is the nation's leading professional alliance committed to building the capacity of educators to increase student access, educational equity, and workforce diversity. NAPE is a membership-based organization of federal and state agencies, local school districts, colleges, universities, businesses, and corporations. Recognizing the need to access support and resources to develop programs and tools to support the needs of NAPE members, in 2003 the NAPE Education Foundation (NAPEEF) was incorporated as a 501(c)3. These are legally two separate organizations with separate leadership that work in tandem to provide professional development, research, technical assistance to members and advocacy work on Capitol Hill.

NAPE and NAPEEF share a common mission, vision and strategic plan and staff with the NAPE Education Foundation as the employer of record. Externally, NAPE and the NAPEEF are seen as one organization and are collectively referred to as NAPE.

REVENUES

- National Alliance for Partnerships in Equity: \$390,000 annually
- NAPE Education Foundation: Over \$2.5 million annually

FOCUS

NAPE has 26 years of experience and expertise addressing educational equity strategies in STEM and Career and Technical Education (CTE) for its members. Staff and consultants use the NAPE Education Foundation's proprietary training content to help members and other participants customize methods to examine and reduce equity gaps based on race, gender, special population status, or other marginalized groups, so that they will be prepared to perform in high-skill, high-wage, in-demand programs of study. Member states and many federally elected or appointed officials and educational and workforce development professionals consider NAPE a leader in educational equity and workforce development equity initiatives.

MISSION

We build educators' capacity to implement effective solutions for increasing student access, educational equity, and workforce diversity.

VISION

Every person is able to fulfill their potential through equal access to and equity in educational options that lead to the entire spectrum of career choices.

VALUES

- Research-based approaches to program development and public policy using data to drive effective implementation.
- Responsiveness to the changing needs of the educational community and stakeholders.
- Innovative solutions to deliver cutting-edge equity strategies in an ever-changing learning environment.
- Collaborative efforts to engage with a wide range of partners to reach students in STEM, CTE, and special populations.

VALUES RELATED TO DIVERSITY, EQUITY, INCLUSION AND ACCESS

- Empowering educators, administrators, and industry leaders to become change agents to disrupt and transform systems that enable inequitable outcomes by providing the tools and resources to work towards educational equity with confidence within a community of support.
- Equipping educators with the ability to develop their own critical consciousness to create learning environments that centers historically marginalized people.
- Centering community and student voice in all improvement efforts.
- Using an intersectional lens that focuses on race, gender, ability and other historically marginalized identities to understand and dismantle systems of oppression.

- Understanding historical context that has created patterns of oppression in education and amplifying the contributions of marginalized students and communities.
- Approaching the work from an asset-based perspective to create a learning environment that seeks to fix the system, not the student.
- Disrupting dominant culture to examine power and positionality with their accompanying advantages and disadvantages by fostering a pluralistic learning and working environment.
- Creating learning and working environments where girls, women, people within the LGBTQIA+ community and others who have been historically marginalized by gender-based discrimination are supported, celebrated, and protected.
- Adopting an anti-racist lens and practice to name, understand and abolish racism from systems, policies, practices, classrooms and workplaces.
- Committing to supporting every staff members' continuing equity journey to improve skill and practice that contributes to a thriving organization.
- Attracting and retaining a diverse staff that honors unique experiences, perspectives and identities.
- Holding ourselves accountable to these values through our policies, practices and procedures as an organization and in the ways that we engage with each other.

OPPORTUNITY

The NAPE membership organization was established in part because of historic federal vocational education legislation that not only recognized gender discrimination in CTE but provided funding for many years to help states eliminate gender bias. In the work NAPE has done with educators regarding gender equity, it became clear that gender discrimination intersected with that based on race, disability, and other marginalized groups. Thus, NAPE's work expanded its focus to race, disability, and other marginalized groups.

The CEO will help to craft and implement a comprehensive strategy that helps guide NAPE in its role as a national leader in equity through its multi-pronged efforts of program, research, advocacy and policy, and professional development. Key to the success of this role is understanding NAPE's early history and commitment to gender equity that began with the passage of Title IX and the inclusion of the elimination of sex stereotyping in CTE in federal policy. NAPE has evolved, and continues to grow, into a learning organization that is developing an anti-oppressive lens to combat systemic and institutional barriers based on one's identity, i.e., race, ethnicity, ability, socio-economic status, gender, sexuality, religion, and more.

NAPE also seeks to strengthen its own internal organizational climate, communication, and workplace culture to support and foster cultural and racial sensitivity and competence among an increasingly diverse staff and the many educators they work with. As equity professionals continuing to understand and embody equity and racial justice values, it is essential to keep such skills honed and the work relevant within educational environments. The next CEO will review, examine and execute strategies that will transform the working culture and environment into "the best in class" for diversity, equity and inclusivity.

To take NAPE to another level of impacting equity across the country, the next CEO will need to have a strong skillset that includes fundraising.

The next CEO will work with the NAPE Executive Committee, NAPE Education Foundation Board of Directors and staff to co-create an organizational culture of diversity, equity, and inclusion both internally and externally, where the voices and ideas of organization leadership, staff and the communities we serve are represented, heard, valued and acted upon.

CANDIDATE PROFILE/RESPONSIBILITIES

NAPE and the NAPE Education Foundation are at a critical moment in time as we seek to expand our equity efforts to help address the inequities in our nation's educational systems. Our focus is an intersectional approach – with a strong emphasis on both race and gender equity - and is one which calls for a strong leader who can help identify needed resources and lead the organizations through change.

NAPE's CEO will lead this work with the following essential responsibilities:

Strategic Vision and Leadership

- Lead in the development of a new vision and strategic plan, working collaboratively with the Executive Committee, Board, and staff, assuring that discrimination, equity and inclusion values are embedded in the plan.
- Collaborate with the Board, Executive Committee and staff to refine and implement the Strategic Plan while ensuring that budget, staff and priorities are aligned with NAPE's core mission.
- Cultivate and develop strong working relationships with the Board and the Executive Committee to ensure the members have sufficient information and opportunity to meaningfully govern, guide, and participate in the work of the organization.
- Form and nurture mutually beneficial relationships with other organizations and partners aligned with NAPE's mission to support equity and inclusion in the broader community.

Strengthening Infrastructure and Operations

- Ensure the delivery of high-quality services while managing for current and future growth.
- Oversee the financial status of the organization, including developing long and short-range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of the program and staff.
- Effectively manage the budgets with full transparency.
- Support and invest in the staff to successfully carry out the work to fulfill the mission of the organization.
- Facilitate staff collaboration and strengthen internal communications with staff throughout the organization; support a positive, pluralistic work environment that reinforces consistency throughout the organization's strategy, operational methods, and data collection needs.

- Implement effective and equitable processes and procedures that enable the organization to make decisions that will help it achieve short-term objectives and long-term goals.
- Cultivate and develop professional and trusting relationships with staff, implementing standard and consistent operational processes, and investing in the development and growth of the staff in support of the organizational mission.

Communications and Advocacy

- Educate, articulate, and align the NAPE Education Foundation board, NAPE Executive Committee and staff around organizational success, bringing awareness and understanding to the organization's commitment to ongoing improvement.
- Effectively communicate, connect, and cultivate a virtual working environment that is team and goal-oriented, rooted in shared accountability and supported by its CEO.
- Intentionally develop diversity, equity and inclusion messaging in the fulfillment of our brand. Partner with colleagues to leverage the organization's expertise to advocate for equity in education by both guiding strategy and serving as the chief spokesperson.
- Serve as the face/voice of the organization on Public Policy issues with Congress including giving Congressional testimony and speaking at legislative briefings on Capitol Hill.
- Collaborate with staff, NAPE members and the Public Policy Committee.
- To set positions and legislative recommendations that support equity in education and workforce development.
- Grow NAPE's public policy staff, presence, influence and infrastructure that creates a comprehensive public policy program.

Development and Fundraising

- Work with the Foundation Development Committee to create a three-year development plan.
- Lead NAPE's development efforts by partnering with leadership and business and industry. the Executive Committee, Board, and other key strategic allies in executing the three-year development strategy.
- Lead the development operation to ensure professional execution of development functions with the potential to grow a team.
- Raise \$1,000,000 per year to expand capacity and scale our successful programs.
- Collaborate with boards and staff, district, state and federal legislators and funders whose relationships will yield cyclical revenue and individual major gifts over \$50,000/year and potentially over \$100,000/year/corporation.
- Work with NAPE's Executive Committee to develop strategies to increase NAPE's membership.

- Ensure all messaging and external communications to donors aligns with the organizational brand and mission.

QUALIFICATIONS

The ideal candidate would possess:

- Minimum of a master's degree in Education, Organizational Management or related field.
- Ability to think strategically, identify organizational growth opportunities and provide leadership that keeps the organization on the cutting edge of innovation.
- Significant knowledge of equity in education and workforce development, especially in (STEM) career and technical education (CTE).
- Understanding of and experience in the nonprofit sector, particularly with membership organizations.
- Experience working with a volunteer board.
- Understanding of the education and workforce development community.
- Knowledge of and experience in collaborating with state & federal agencies, national education and workforce development partners, and others.
- Ability to communicate the organization's mission effectively to a wide range of audiences in a variety of venues.
- Understanding of how to position the organization vis-à-vis other agencies, funders, corporate partners, politicians, and the general public.
- Understanding of and experience in developing effective, outcome-based constituent service programs focused on equity in education and workforce development at the local, state and national levels.
- Ability to manage and grow programs and staff effectively.
- Financial management, budget development and grant management experience.
- History of successful federal, corporate and foundation grant writing and award management.
- Ability to travel an estimated 30% of the year, with more travel during the school year and less travel in the summer.
- Multiple years of experience within a nonprofit organization, in education administration or related experience.
- Demonstrated success in fundraising.
- A vision of how to position NAPE to move equity forward over the next 5-10 years.

LEADERSHIP QUALITIES

The ideal CEO will possess the critical personal qualities of humility, vulnerability, empathy, and the ability to have authentic and productive relationships.

The ideal candidate will have the capacity for courageous conversations and must feel comfortable and experienced in conducting “uncomfortable” but necessary conversations that challenge historic patterns of thinking, behaving and acting. This leader will need the ability to listen deeply and authentically, while being decisive.

Our next leader will have the ability to lead by taking positions that will require NAPE, its staff, partners and other stakeholders to critically examine and take a stand against all forms of discrimination including Sexism, Racism, Ageism, Ableism, Heterosexism, Homophobia, Classism, Xenophobia, Religious prejudice and systems of oppression that need to be changed.

To apply, please send a current resume and letter of introduction to Kittleman & Associates, LLC at <https://bit.ly/3BbyzK5> (click on the Apply button at the bottom of the page). For more information about NAPE, visit <https://napequity.org/>

The National Alliance for Partnerships in Equity Education Foundation is an equal opportunity employer. It does not discriminate in its employment or other practices against persons on the basis of gender, race, ethnicity, national origin, sexual orientation, age, disability or status as a disabled, Viet Nam era or more recent military action veteran. Persons from those groups protected by federal and/or state or local nondiscrimination statutes are strongly encouraged to apply.

To review the complete EEO statement, please go to the following link: <https://napequity.org/support/equal-opportunity-employer/>

