



Job Title: Managing Director, Impact and Innovation

Type: Full-time

Location: Flexible within the U.S.

Start Date: Spring or Summer 2024

Who is BRES?

Big Rock Educational Services (BRES), LLC is a hands-on, collaborative, and metrics-based consulting firm partnering with traditional public district schools, charter schools, and leader training organizations. Since its founding in 2014, BRES has worked nationally in over 250 schools supporting campus and network leaders in realizing their respective visions for excellence. The team at BRES has learned that the most impactful method of helping schools succeed is not the traditional consulting model, but rather working side by side with school and district leadership teams, collaboratively achieving goals together, and building capacity for long-term sustainability.

Our Mission

Our mission is to help educators deliver their promise of a high-quality education to every child. We believe school leadership teams are central to fulfilling this promise. Through weekly accountability coaching and metrics-based goal setting, we empower school leadership teams with proven practices to dramatically improve student and staff experience.

Why do we do this work?

Our underlying belief is that every student should have the opportunity to achieve success. We've learned from research and studying the best practices of high performing school leaders; the leaders that identify, prioritize, and have the disciplined action to consistently implement the highest impact systems or "big rocks" produce the highest student achievement.

What makes BRES unique?

1. **Metrics-based** - We establish project goals, define metrics for success and work alongside school leadership teams and network leaders to meet the metrics.
2. **Collaborative** - We collaborate with school leadership teams and network leaders; we hold ourselves and our partners accountable to the project goals to ensure student success.
3. **Customizable** - We align our systems to school or district priorities.
4. **Hands-on** - We work weekly alongside school leadership teams and network leaders throughout the implementation process to maximize impact.
5. **Soup to Nuts** - We work with school leadership teams and network leaders from the beginning to the end of the process and create sustainable systems that build capacity for long-term success.

BRES CORE VALUES

We have four core values that ensure fulfillment of our mission. These core values guide our behavior and interactions internally with each other and with the clients we serve. Additionally, these core values help us drive consistent, repeatable, and sustainable results.

- **Growth mindset:** We constantly seek to improve our internal systems, always asking ourselves the following question, "What is the next way I / we can get better for the clients we serve and ultimately for student achievement?"
- **Team player:** We are constantly giving and receiving feedback to one another in the spirit of generosity and to arrive at the best possible outcome. Thinking as a BRES team rather than BRES consultant means that major learnings and best practices are shared and used by all staff and thus delivered to the clients we serve.
- **Data-based decision making:** The best decisions are made based on data.
- **Relationship building:** We've learned that when we invest in authentic relationships internally with our team and with our clients, we are able to build trust and maximize impact.



OUR INCREDIBLE TEAM

Our team is full of core-value aligned people who are passionate and dedicated to our mission of improving the quality of education for every child. We hold true to our core values, push each other to improve for students and consistently give and take constructive feedback. We value everyone's opinion and believe that a diversity of thought is better than single-mindedness. We treat each other as professionals and human beings with their own authentic voice, regardless of where they sit in the organization. We value the opportunity to grow professionally while also being able to lead fully enriched lives outside of the workplace.

BRES IMPACT

To learn more about our work, our collaborative partners, and the results we help them achieve, review the following BRES resources:

- [Collaborative Partner Results - Big Rock Educational Services](#)
- [A Conversation with Principal McKenzie - Big Rock Educational Services](#)
- [Our Services - Big Rock Educational Services](#)
- [Testimonials - Big Rock Educational Services](#)

About the Position

BRES is seeking an entrepreneurial strategist to join the team as a *Managing Director, Impact and Innovation*. The ideal teammate will have the demonstrated ability to build collaborative relationships across the organization to advise and support impact strategy and business objectives. Reporting to and in partnership with the Strategic Advisor, the Managing Director, Impact and Innovation will provide critical leadership to sustain and grow BRES impact through leadership of five (5) critical workstreams: Consulting Services, Business Development, Innovative Models, Impact Storytelling, and Alumni Engagement. This role is a unique opportunity to provide critical leadership and innovative vision to a growing organization, laser-focused on trajectory-changing, transformational impact. The Managing Director will have the opportunity to grow with the organization over time, setting and managing the vision for the workstreams as outlined above through strategic and creative approaches to meeting growth and impact goals. Through the design and leadership of these workstreams, the Managing Director will serve as a key driver of partnerships development, expansion, and innovation.

This role necessitates outstanding interpersonal abilities, effective communication skills, detail-orientation, and a strategic and innovative mindset. The ideal candidate should possess the capability to comprehend the long-term service requirements of K-12 educational institutions, identify the determinants influencing their decision-making processes, cultivate enduring relationships, and effectively promote our services.

What You Will Do

This position is based out of a remote home office and is full-time with occasional travel required (roughly 10%). The following approximates the key tasks and time allocation of this role.

- 1. Business Development and Revenue Generation / Relationship management (25%)**
The Managing Director of Impact and Innovation will hold both internal systems and external networking responsibility in working in collaboration with the operations team to meet organizational revenue targets, which will increase year over year. The Managing Director will be responsible for leading business development to grow the Groundwork Consulting portfolio and Leadership Development Programs, contributing to overall business development strategy across the organization, and participating in critical networking and business development activities.

Internal Systems

- *Develop and implement a strategic plan to foster partnerships and drive business growth, engaging with both new and existing partners.*
- *Mobilize our internal team to nurture and strengthen connections with potential and existing clients.*
- *Generate leads and foster relationships through client visits, participation in conferences and industry events, and discussions about our services.*
- *Spearhead the gathering of contextual information before contract creation and collaborate with current and potential partners for joint planning.*



- *Lead the creation of fundamental proposals for school, district, and state-level projects, coordinating proposal planning sessions with operational team support.*
- *Contribute to crafting proposals in response to RFPs from districts and states.*
- *Maintain a comprehensive CRM system to track client interactions and monitor relationship progress.*
- *Collaborate with colleagues to refine and evolve pricing and service models for BRES services.*

External Networking

- *Cultivate enduring partnerships, fostering a strong network comprising potential and current partner organizations and individuals.*
- *Expand our network for future endeavors by utilizing established relationships.*

2. Alumni Engagement (15%)

The Managing Director of Impact and Innovation will lead the design and implementation of the launch of an Alumni Engagement program, including setting the vision for the experience, the desired impact, and the nature of the program’s purpose, growth, and impact over time.

3. Impact Storytelling (25%)

The Managing Director of Impact and Innovation will set the vision for collecting and communicating BRES impact across a national ecosystem of stakeholders, with an aim of increasing brand awareness, supporting revenue generation, and inspiring others around our mission of transforming student experience in K-12 schools, leading to trajectory-changing impact.

- *Rally support for BRES by narrating impactful stories and highlighting our work across our website, social media platforms, and promotional materials.*
- *Oversee and organize our marketing initiatives, encompassing national conference participation, sponsored events, and the management of our marketing schedule.*
- *Take charge of or actively contribute to crafting presentations and materials that effectively communicate our services and methodologies.*
- *Lead creation and share of semi-annual impact report.*

4. Groundwork Consulting and Project Management (25%)

In collaboration across the BRES Leadership team, the Managing Director will oversee setting a vision for Groundwork Consulting and leading the execution of secured work. Included within this portfolio may be supporting large contract client relations and project management. As the workload determines, the Managing Director may oversee a team of coaches and/or contractors to execute the Groundwork consulting portfolio.

5. Innovative Models (10%)

The Managing Director will oversee the exploration phase and project management of the initial stages of innovative models, which may include launching of a tech solution, an application, and/or an online learning platform.

- *Recognize viable market prospects aligned with BRES’ current services while researching trends to identify areas for innovation, aligning with market needs.*

Qualifications

Skills and Experience:

- *Proven track-record of driving business development activities and securing a multi-million-dollar revenue portfolio.*
- *2+ years of experience building and maintaining strong partnerships and client relationships in the K-12 education sector, ideally with school district leaders.*
- *Proven track-record of leading high-performing consulting teams, with two or more years of experience.*
- *Proven track-record of high achievement leading school leaders or leadership teams to produce measurable gains, with five or more years of experience in school or network leadership.*



Personal Attributes:

- Evidence of self-motivation and willingness to be a team player.
- Alignment to BRES's core values.
- Proficient in collaborating across various teams and adept at influencing stakeholders effectively.
- Intuitive in adapting communication methods to suit diverse needs.
- Enthusiastic about engaging in and contributing to all aspects of the business.
- Innovative and focused on finding creative solutions to challenges.

Education:

- Bachelor's degree is required and master's degree in business administration (MBA) is preferred.

All offers of employment are contingent on your successful completion (where permitted by state law) of a confidentiality agreement and background check. In addition, you will need to provide proper identification verifying your eligibility to work in the United States on your first day of work.

Compensation Range: Compensation range starts at \$140,000, commensurate to experience. Additionally, BRES employees are awarded a one-time bonus for all new client work referred by the employee in the amount of 5% of the contract amount, subject to the *New Client Referral Policy*, as outlined within the BRES Employee Handbook.

Benefits Information: We offer a comprehensive and generous benefits package which includes medical, dental, and vision insurance, a retirement plan with 3% match, paid time off, and flexible work hours.

Contact: Please email resume and cover letter to Karen Salerno at ksalerno@bigrockeducation.com.