



**Director of Policy
The Eli and Edythe Broad Foundation**

The Eli and Edythe Broad Foundation seeks an innovative, dynamic director of policy to lead and influence widespread policy changes in K-12 education, as well as to manage a diverse portfolio of education reform initiatives.

The Opportunity

There is a crisis in public education that requires the smartest minds to ensure American students are prepared for success in the 21st century global economy. With growing K-12 student achievement gaps among income and ethnic groups and other countries rapidly surpassing our students in academic abilities, there is a growing need for entrepreneurial thinking to improve America's public schools. There is no better time to put your keen analytical sense, management experience, policy expertise and intuition for change to work. Joining The Broad Foundation presents an unparalleled opportunity to work with some of the best minds in public education reform to make a difference in America's public schools.

Eli Broad and his family established The Broad Foundation in 1999 to focus on K-12 education reform, particularly in large urban public school districts. The Eli and Edythe Broad Foundation and The Broad Art Foundation together comprise The Broad Foundations, which were established to advance entrepreneurship for the public good in education, science and the arts. The Broad Foundations have assets of \$2.1 billion.

The Broad Foundation believes that:

- Every child can learn at high levels and achievement gaps can be eliminated;
- A high quality K-12 education for all children in the U.S. is critical to the future success of our democracy and economy;
- All facets of school system governance, management and finances must be aligned around dramatically increasing student achievement;
- Capable and effective leadership is essential to transforming large urban school systems; and
- For philanthropy to be effective, local leaders need to own any major change effort and be willing to invest time, money and human capital in making the effort successful.

The Broad Foundation has incubated and supported two flagship initiatives to support its broader goals. They include:

1. The \$2 million Broad Prize for Urban Education, the nation's largest award in public education.
2. The Broad Center for the Management of School Systems, which runs:
 - The Broad Superintendents Academy, an executive management program to train working CEOs and other top executives from business, non-profit, military, government and education backgrounds to lead urban public school systems.
 - The Broad Residency, a two-year management development program that trains recent business and law school graduates who have several years of work

experience and places them immediately into managerial positions in the central operations of urban school districts.

Since its inception in 1999, The Eli and Edythe Broad Foundation has strategically invested more than \$400 million in the areas of leadership development, urban school system reform and education policy. For more information on The Broad Foundation, please visit www.broadeducation.org.

Job Summary

The primary role of the director of policy is to develop and manage a portfolio of policy and advocacy grants that promote The Broad Foundation's education reform priorities, including issues such as differentiated compensation, charter schools, district- and state-level governance, expanded learning time, common standards and human capital. Ideal candidates will have the intelligence, depth and expertise to work as part of a highly skilled team in shaping contemporary issues that are at the forefront of the nation's education agenda.

The director of policy will report directly to the senior director of policy and will manage an investment portfolio. Specific portfolio management responsibilities include:

- Scouting and developing new grant opportunities
- Analyzing proposals, designing programs and approving budgets
- Presenting investment recommendations to Founder Eli Broad
- Maintaining a strong relationship with grantees
- Assisting grantees with program implementation and holding grantees accountable for success through a strong evaluation process
- Working with program staff to set grant strategic priorities across the foundation

More specifically, the director of policy is responsible for influencing changes in national, state, and local education policies including:

- Investing in policy initiatives in areas such as common academic standards, differentiated compensation for educators, expanded learning time, public school choice and charter schools, and mayoral/gubernatorial authority for schools
- Broadening public policy support for issues of concern to the foundation by educating and disseminating information to public and private organizations
- Enhancing grant-making efforts through researching, monitoring and tracking education policy issues
- Providing insightful policy analysis based on the latest thinking in education reform
- Building and maintaining relationships with individuals in the education reform arena including high-level elected leaders, government executives, policy and advocacy organization leaders, key opinion makers, and other non-governmental organization representatives
- Maintaining the knowledge of current challenges, issues and personalities in the major urban school districts that are relevant to achieving the mission of the foundation
- Representing the foundation at public events, conferences and meetings pertaining to issues of concern to the foundation

Qualifications

Ideal candidates should possess the following:

- Demonstrated judgment and experience working with government leaders at the national, state and/or local levels, as well as non-governmental organizations and other leaders in urban education reform or other human services policy areas
- Active experience in the policy-making process, either as a policymaker, analyst, advocate, or staff to policymakers
- Strong analytical and managerial capabilities including an understanding of small or large complex organizations and the ability to manage budgets and personnel
- Ability to conceive, coordinate, manage and implement multiple large-scale policy initiatives
- Ability to work with the senior director of policy and other program staff to develop proactive grant-making and assistance programs and to persuade others such as partners and co-funders to join in Broad Foundation efforts
- Demonstrated personal commitment to the cause of improving K-12 urban public education systems, together with determination to find creative ways to improve traditional education structures
- Personal presence and skills in diplomacy and communication
- Ability to represent the foundation in diverse forums and organizational relationships, including leading convenings, delivering speeches and presentations
- Demonstrated network of policy contacts at both the federal and state level, as well as political acumen
- Ability to think creatively in conceptualizing and developing projects designed to influence public policy
- Willingness to do what it takes to get the job done, flexibility to handle ambiguity, and ability to switch direction as needed
- Superb persuasive writing skills
- Management and operating style suited to work in a small office setting with limited support staff, where teamwork among peers is highly valued
- Experience working in a start-up, entrepreneurial, and/or fast-paced environment preferred
- Willingness to travel (20-30%)
- Ability to be based in Los Angeles
- An undergraduate degree is required. Graduate degree in public policy, education, management or law preferred

Compensation

Compensation package will be based on selected candidate's experience and salary history. The foundation offers excellent benefits including a variety of health plans and a 401k-retirement savings plan with an employer match.

Equal Opportunity Employer

The foundation engages employees without regard to race, color, religion, creed, age, gender, marital status, sexual orientation or any other characteristic covered by law.

To Apply

The Broad Foundation has partnered with Koya Consulting to manage this search. Please send a letter of interest and resume to Katie Bouton, Koya Consulting LLC, executivesearch@koyaconsulting.com.