Grantmakers for Education
Director of Program Strategy and Effectiveness
Location: Flexible (Boston preferred)
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**About Grantmakers for Education**

Grantmakers for Education’s mission is clear: strengthen philanthropy to improve outcomes and expand opportunities for all learners by serving as a trusted partner for all education philanthropists as they adapt to the changes impacting our world. GFE brings together hundreds of private and public philanthropies committed to improving public education, including closing the achievement gap for students from all backgrounds, improving teaching and leadership and fostering innovation and new models for learning. We provide a forum for interaction and engagement for our members that builds upon and deepens the effect of their individual investments by enhancing their knowledge about effective education strategies and high-impact grantmaking strategies.

It is an exciting and inspiring time to join our team as we position the organization to exceed the expectations and needs of its members and continue to develop programs and services that focus on the most critical education matters ahead.

GFE offers a culture of committed team members working toward a common cause, competitive wage and benefits options, and generous vacation policies. While our workplace is virtual, we function as a tightly knit, coordinated team.

For more information about our work and results, please visit our [website](#).

**About the Opportunity**

Working closely with the Executive Director, the Director of Program Strategy and Effectiveness (DPSE) will ensure that all GFE members are well-served by a robust, diverse, ongoing set of program offerings. The successful candidate will collaborate with the Senior Manager of Programs and Events and manage a small team to create, offer, and evaluate the success of all GFE programming. The role is one of only three director-level positions in the organization and requires the ability to think as a strategic leader as well as be hands-on in program execution. The successful candidate will blend an understanding of philanthropy, trends in the field of education, and principles of adult learning into a program agenda that builds knowledge, connections, and opportunities for collective action among members.

Specifically, the Director of Program Strategy and Effectiveness will:

- Lead the development of programming ideas and content that align with GFE’s mission and vision.
- Refine and oversee current GFE programs, including Impact Groups and other learning opportunities, to maximize effectiveness.
- Build relationships with members to understand the value proposition of GFE through their eyes.
- Construct and facilitate some of the group learning experiences offered by GFE.
- Move programming ideas to execution with the support of a small team by:
  - Consulting members to ensure program design meets member needs;
  - Collaborating with the Senior Manager of Events to determine the ideal structure for programs, including length, format, location and staffing;
  - Collaborating with the Senior Manager of Programs and Events to build project plans and clearly articulating responsibilities and timelines to team members;
  - Conducting outreach to prospective speakers and supporting providers to secure and define their participation;
Guiding the development of effective marketing materials;
Being a hands-on leader during programs, connecting participants to each other and to their collective purpose, ultimately ensuring member satisfaction and collective action.

- Build an array of offerings that meet diverse member needs, inclusive of a) the birth through postsecondary spectrum; b) both in-person and virtual experiences; c) both low-touch and deep learning opportunities.
- Serve as a “talent scout”, building an ever-growing network of leaders, philanthropists, and innovators to connect with the GFE membership.
- Coordinate across functions within the organization, such as finance and communications, to ensure the proper infrastructure and resources for program success.
- Develop and implement mechanisms for evaluating program effectiveness.

Candidate Profile

The ideal candidate will have many, though perhaps not all, of the following competencies, skills, and characteristics:

- Be deeply committed to racial justice and equitable outcomes for all learners.
- Understand the major issues and key leaders in the fields of education (ideally postsecondary education) and philanthropy.
- Have strong project management skills and attention to detail.
- Have knowledge of adult learning and a demonstrated ability to construct high quality learning experiences.
- Ask good questions and model curiosity about trends that affect our members.
- Embrace an entrepreneurial culture and the opportunity to try new strategies and build new partnerships.
- Thrive in a virtual environment as part of a small, close-knit team.
- Have excellent interpersonal skills and a customer-service mindset.
- Willingness and ability to travel approximately 20% time when possible.
- Experience in philanthropy is strongly preferred. Experience in education and the nonprofit sector is necessary. Experience with post-secondary education is a plus.

Compensation & Benefits

The compensation for this position will be approximately $150,000, with a competitive benefits package that includes 100% employer coverage for individual health insurance, generous and flexible PTO, and an annual 401k contribution of 10% of salary.

Grantmakers for Education is an equal opportunity employer and strongly encourage applications from people of color, persons with disabilities, women, and LGBTQ+, and other underrepresented applicants. Our organization acknowledges that not everyone experiences the same barriers to success in the workplace, and we are committed to supporting the advancement of people of color in the workplace.

Diversity, equity and inclusion are key values for Grantmakers for Education. These values allow our board, staff and members to be their best selves and experience the richness of our collective strength. It is through this strength that we increase our individual and organizational capacity to achieve our vision for an inclusive society by supporting an equitable education system. Successful candidates will commit to an equitable and inclusive workplace, including but not limited to: racial equity, accessibility for individuals with disabilities, use of gender inclusive language, and cultural sensitivity.
Contact

Cassie Scarano of Koya Leadership Partners is leading this search in partnership with Grantmakers for Education. To learn more, express interest, or make recommendations, please visit this link. All inquiries and recommendations will be considered confidential.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Leadership Partners, visit www.koyapartners.com.