



Rev Partnership is a regional education backbone catalyzing system solutions across Tarrant County's educational ecosystem that educates 750,000 students and employs 35,200 educators. Its vision is a commitment to the best public education system for students, schools, and community by fostering relationships between Tarrant County's public education system, business ecosystem, and social support infrastructure for students to thrive. Rev achieves this vision by empowering education leaders to achieve better results through collaboration.

Tarrant County ISDs represent 7% of all students in the state of Texas, making Rev Partnership's collective approach even more impressive when considering the county's scale and diversity. To benchmark this scale, this number of students is larger than the entire school-aged population of 15 other states and the collective budgets of Tarrant County ISDs is \$3.5B. Students are educated across 569 public school campuses making Tarrant County's public education system a larger employer than regional companies including Lockheed Martin, BNSF Railway, Bell Helicopter, or American Airlines. The 17 ISDs, which are rural, urban and suburban, range in student enrollments of 75,000 to 2,500 and economic disadvantage of 94 percent to one percent. This opportunity for impact is significant not only for students, neighborhoods, and communities – but for the entire state.

Rev fills a gap by creating a forum for the county's education system to leverage their collective scale for system impact.

The position

The Chief Executive Officer is the organization's strategic and operational leader who reports directly to the Board of Directors. The Chief Executive Officer is the key leader in the execution of Rev Partnership's mission to drive system-level strategies to ensure all Tarrant County students are equipped to lead and succeed in their homes, schools, and communities.

The Chief Executive Officer manages organizational planning that reflects the vision and mission as set forth by the Board of Directors, leads strategic and operational implementation, fosters and manages critical partnerships, monitors and measures progress towards goals, and serves as the organization's external communication messenger. The Chief Executive Officer works in partnership with the Board of Directors on strategic development, growth, risk management, and communication, and unless otherwise reserved, maintains final say in operational decisions.

The Chief Executive Officer's primary responsibilities are as follows:

Leadership In Organizational Strategy. Oversee the development of a strategic plan that reflects the needs of Tarrant County, responds to the scale of serving the state's 3rd largest county, and is ambitious enough to tackle the challenges and opportunities that face the region.

Leadership In Operations. Lead a team to execute the organization's key priorities and measure employee performance with metrics that reflect the organization's culture of continuous improvement and high expectations.

Leadership In Collaboration. Develop and foster relationships with regional public education leaders, school board Trustees, and community stakeholders for the purpose of positioning the organization for success in its pursuit of accelerating academic outcomes across 750,000 Tarrant County students.

Leadership In Marketing & Development. Position the organization as the leading independent, nonpartisan, and objective communication vehicle for public education across the region. Develop and maintain the regional, state, and national relationships and partnerships necessary to achieve this.

The Chief Executive Officer's core responsibilities include:

Leadership In Organizational Strategy

- Develops and continues to maintain an organizational strategy that reflects the vision, mission, core values, and goals as set forth by the Board of Directors.
- Leads the execution of clearly defined goals and key performance indicators with initiatives and tactics appropriate to achieving these impact measurements.
- Demonstrates knowledge and understanding of the strategic opportunities and risks to the organization and maintains clear communication with the Board of Directors on the same.
- Engages with the Board of Directors and other key community relationships for buy-in and support of goals and strategies.
- Prepares growth scenarios and projections that include expense and revenue projections, staffing and organizational chart, and risk mitigation planning.
- Monitors and reports on progress to the Board of Directors and external stakeholders.

Leadership In Operations

- Manages a team to successfully implement organizational goals.
- Establishes performance indicators for all employees that contribute to organizational success.
- Works closely with the leadership team to develop systems, policies, and practices for operational management, HR, finance and accounting, investments, donor relationships, and communication necessary for successful strategic priorities, and manages the same.
- Develops systems that support fiscal operations and priorities.
- Creates and maintains a strong team culture that aligns with Rev Partnership's mission, objectives, core values, and culture of continuous improvement.
- Reports to the Board of Directors on operational functions, including budgeting and finances, investments, performance, and risk mitigation.

Leadership In Collaboration

- Cultivates and manages relationships built on trust with superintendents, school leadership teams, school Board of Trustees, elected officials, and community leaders necessary for strategic success.
- Maintains a strategic and frequent cadence of communication with district leaders.
- Attends all monthly convenings to maintain and develop relationships and meets one-on-one with district leaders on priorities, as needed.
- Identifies community leaders and organizations that align with Rev Partnership's strategic priorities and leverages these relationships for the successful execution of organizational goals.
- Cultivates relationships with elected and appointed officials, community leaders, philanthropists, state policy makers, education coalitions, Texas Education Agency, and media.
- Serves as a liaison to a variety of agencies, coalitions, and partners, or appoints staff to committees, coalition councils, and leadership groups that support in strategically advancing Rev Partnership's priorities.

Leadership In Marketing & Development

- Uses strategic communication to position the organization as the leading nonpartisan, objective, third-party voice on education across the region and state.

- Oversees a communication strategy that advocates at a regional and statewide level for issues relevant to Rev Partnership's strategic priorities.
- Serves as the organization's primary external representative.
- Secures philanthropic and government revenue at a local, state, and federal level.

Successful candidates will demonstrate the following qualifications, and experiences, and personal characteristics:

- Master's degree or higher in the field of business, education, or nonprofit administration.
- Career experience leading organizations in the education, nonprofit, or business sector and working with a Board of Directors.
- Demonstrated success building consensus and driving toward measurable outcomes with stakeholders who have diverse points of views.
- Proven track record of applying state education regulations to drive measurable student impact in metrics along the academic pipeline.
- Manages multiple short-term and detailed projects, committees, and initiatives seamlessly, while staying focused on the long-term objectives.
- Ability to think on a systems-level and identify both barriers and potential solutions both for the organization and the strategic work as a whole.
- Favorable experience leading, managing, and developing a high-performing emerging team.
- Consistently demonstrates excellent interpersonal skills: listens actively, communicates clearly and readily, energizes and inspires colleagues.
- Proven experience managing collaborative relationships with external stakeholders including school district and school leaders, elected and appointed officials, philanthropists and community leaders.
- Politically astute and tactful, attentive to the perspectives and competing interests of various stakeholders.
- Existing relationships and experience with Tarrant County and/or Texas elected officials, philanthropists, system leaders, and education experts, preferred.
- Proven track record of delivering ambitious results in fast and high-growth organizations.
- Demonstrated professional experience in interpreting data, aggregating complex information, and gathering input to synthesize into a clear strategic direction.
- Demonstrated experience in acquiring philanthropic and government revenue at a local, state, and/or federal level.
- Expertise in influencing policy and advocacy through strategic relationship cultivation and communications messaging.
- Evidence of strategy, tactics, passion, and mission-driven performance.

The organization offers a hybrid work structure and the CEO position will require some nights and weekends, as the work dictates. Driving within Tarrant County is required and transportation across the state is periodically necessary. Rev Partnership offers a benefits package including: medical, dental, and vision insurance, 401K retirement plan and employer match up to 5%, PTO, eleven paid holidays, a flexible work schedule, hybrid work environment, and more.

For more information or to apply please submit your resume and cover letter, as soon as possible, to nonprofit@victorysearchgroup.com. All inquiries will be held in strict confidence.