



City Year, Inc.
Senior Vice President, Education Research & Strategy

THE SEARCH

City Year invites nominations and applications for the role of Senior Vice President, Education Research & Strategy (SVP, ERS). Reporting to the organization's Chief Transformation Officer Stephanie Wu, the SVP, ERS will lead the full Education Research & Strategy team, overseeing the organization's research, evaluation, and learning work and playing a critical role in City Year's efforts to continuously improve practices, understand impact, and inform systems change. This is an important role for City Year and an exciting opportunity for a strategic thinker and people-first leader to drive community-based action research and advance organizational innovation priorities in service to City Year's mission and purpose.

Founded in 1988, City Year is an education-focused national service organization and a leader in the national service movement. Designed to dramatically increase participation in national service, City Year was an early model for the federal AmeriCorps program. Since the very beginning, City Year's focus has been to develop and nurture young people under the belief that investing in youth builds strong and vibrant communities. Today, City Year contributes to a clearer and bolder vision of what public schools can and should be for all children: places of learning, exploration, and positive risk-taking where every student feels connected to the school community, data informs practices that promote student growth and achievement, and all students have access to positive relationships and personalized learning environments. The data clearly shows that City Year partner schools are up to two to three times more likely to improve in English and math assessments, and the more time students spend with AmeriCorps members, the more they improve on social, emotional, and academic skills — skills that help students thrive in school and contribute to their community.

Headquartered in Boston, Massachusetts, City Year operates with over 1,000 total staff members, a \$180M operating budget, and locations in 29 cities across the country and two international affiliates. Each year, City Year deploys roughly 3,000 AmeriCorps members (aged 18-25) organized into diverse teams to serve over 226,000 students across more than 300 systemically under-resourced schools. Working as student success coaches, City Year Corps members provide support to students, classrooms, and whole school communities to help ensure that students in systemically under-resourced schools receive a high-quality education that prepares them to succeed academically and in life.

The Senior Vice President for Education Research & Strategy will ensure that City Year's research enhances society's understanding of human development as a strategy that advances educational equity and prepares changemakers who can work across lines of difference. The SVP will lead and manage a talented team to ensure that City Year is leveraging third-party research to understand its impact, integrating insights from internal and external stakeholders, especially students, partners, and communities in the design of the organization's services, understanding emerging trends to adapt services provided to partners, and creating tools to allow internal and external stakeholders to make meaning of learnings from research. The successful candidate will be a human-centered, empathetic leader with deep experience implementing equitable research and evaluation practices. They will recognize that context matters and that doing this work requires humility, strategic partnerships, and a learner's mindset. Additionally, the successful candidate will be a quick and curious learner who is comfortable applying learnings from one discipline to another.

City Year is committed to being an organization that actively promotes diversity, inclusivity, and equity, ensuring that every member of the City Year community experiences a deep sense of belonging. The SVP must demonstrate a deep and personal commitment to this critical work.

City Year has retained the executive search firm Isaacson, Miller to assist with this important search. Inquiries, nominations, and applications may be directed to the search firm in confidence as indicated at the end of this document. City Year is committed to recruiting candidates from historically underrepresented or marginalized backgrounds and identities, as well as individuals who embrace the values, practices, and outcomes of diversity, belonging, inclusion, and equity personally and professionally. The target salary range for this role is \$145,000-\$170,000 and is based on experience and location. The location for this position is flexible; the SVP could be based out of City Year's Boston headquarters, but they could also work remotely elsewhere in the U.S.

ABOUT CITY YEAR

A non-partisan organization with bipartisan support, City Year was founded in Boston by Michael Brown and Alan Khazei in 1988, who both felt strongly that young people in service could be a powerful resource for addressing some of America's most pressing issues. One of the most innovative components of the original City Year model was the intentional focus on building truly diverse teams for the year of service. With this as a core component of the mission, the new organization sought not only to support and strengthen communities, but also to foster lasting connections between people who might not otherwise have had a chance to meet and interact.

During the organization's early years, Brown and Khazei built a network of supporters who shared their passion for national service, and they were centrally involved in working with the Clinton Administration to create AmeriCorps. Over the years, through its leadership of Voices for National Service, a coalition of service organizations working together to build and strengthen the national service movement, City Year has helped to cultivate bipartisan support for federal investments in national service.

By the mid-1990s, City Year, under a single 501c3 model, expanded to five locations around the country, and by 2005, City Year reached 15 cities, with more to come. During this time, the organization developed standardized systems to guide new site growth and went through a strategic planning process to sharpen its focus and strengthen its impact. These efforts led to City Year's development of its research-based [Whole School Whole Child](#) model and to its current commitment across all sites to help ensure that more

students are on track and on time to graduate from high school with the social, emotional, academic, and cognitive skills needed to succeed in college and beyond.

Today, City Year partners with schools in communities across the country challenged by persistent inequities in our education system, combining direct student service with supports to shift educator practice and whole school designs and approaches to create learning environments where all students can build on their strengths and fully engage in their learning. City Year brings together diverse, talented teams of young adults to serve full-time as student success coaches, who partner with teachers and schools all day, every day. The Whole School Whole Child model advances the unique role that City Year AmeriCorps members can play in building “near-peer” relationships with students, providing individualized attention in one-on-one and small group settings, whole school climate enhancements, and providing integrated academic and social-emotional supports. City Year also seeks to advance educational equity by leveraging its decade-long approach to supporting the development and spread of whole school improvement models, tools, and learning throughout the City Year network.

Research demonstrates the positive impact of City Year’s approach. A study on City Year’s Whole School Whole Child model in partner schools found that those schools were two times more likely to improve proficiency rates in English language arts and up to three times more likely to improve proficiency rates in math than schools that did not partner with City Year. And recent research from the Everyone Graduates Center at Johns Hopkins University shows that the more time students spend with City Year AmeriCorps members, the better their social-emotional and academic outcomes. Through their work with students and in classrooms, student success coach AmeriCorps members help to create an environment where students can take risks in their learning and where everyone – students, teachers, and families – can feel connected to the school community.

A proud member of the AmeriCorps national service network, City Year is supported by the Corporation for National and Community Service, local school districts, and private philanthropy from corporations, foundations and individuals. City Year has earned Charity Navigator’s highest rating since 2003, certifying our commitment to accountability, transparency, and responsible fiscal management. Less than 1% of rated organizations have received this distinction for 16 consecutive years, placing City Year among the most trustworthy nonprofits in America. Learn more at www.cityyear.org, City Year’s [Facebook page](#), on [Twitter](#), and [LinkedIn](#).

Having achieved significant scale and potential for impact and influence as a national organization, City Year announced its new strategic vision, the Framework for the Future, in 2019. Under its new CEO and leadership team, the organization is seeking to achieve its full potential by evolving, deepening, and enhancing its impact on corps, alumni, students, schools, and systems to drive educational equity, providing support and learning environments so that all students can thrive, and shaping the next generation of diverse change agents working across lines of difference to fulfill the promise of democracy.

THE SVP ROLE: WHAT YOU WILL DO

Inform organizational learning and improvement through research and evaluation. The SVP will support team members in leading the three critical capabilities within the team: (1) community-based action research, (2) third-party research project management, and (3) trend forecasting and communications. You will also identify new learning opportunities in alignment with the organization’s [Research & Learning Agenda](#).

Set the strategy for the Education Research & Strategy team in alignment with City Year's organizational strategy—The Framework for the Future. Through an in-depth understanding of the education and human development sector and City Year's role in it, you will support team members in executing current strategic plans for 2022 and 2023 and collaborate with the Chief Transformation Officer (CTO) to leverage learnings to develop plans for 2024 and beyond. You will identify opportunities for new internal and external collaborations that will make executing these plans possible and remove any barriers that may arise.

Foster team development and growth. You will lead the team in a human-centered way that supports team member progress towards strategic goals while prioritizing team member career development and personal growth. You will lead spaces that foster a sense of belonging and support team cohesion, while consistently identifying new capabilities that might be required to advance the team's work to support organizational learning and improvement.

Serve as a member of the Transformation Vertical Leadership Team. As the CTO's direct report, you will serve as a member of the Transformation Vertical Leadership Team (TVLT), which is responsible for advancing organizational learning and innovation priorities aligned with City Year's mission and strategy, building department capability, and developing a City Year values-based culture. TVLT members are responsible for leading their departments in alignment with vertical and organizational priorities, and establishing collaborative and integrated structures and processes with internal business partners.

Develop strategic partnerships to improve City Year's practice and inform how the human development sector thinks about evidence and impact. You will drive development, management, and execution of a strategic partnership plan in alignment with the Research and Learning Agenda and Framework for the Future. You will collaborate with other senior leaders and the ERS Team to implement the plan to advance progress toward goals. You will also represent the organization at conferences, publish blog posts, and engage in strategic meetings that advance City Year's work in youth developmental sciences, education, and equitable research and evaluation.

Convene and lead Research Steering Committee. You will convene and lead the Research Steering Committee, which is responsible for ensuring City Year has a robust portfolio of research projects that are implemented in alignment with the organization's [equitable approach to research and evaluation](#). You will ensure that this group's work aligns with the Product Governance group and the organization's enterprise strategic plan.

Lead team budget and fundraising efforts. You will collaborate with the Development and Finance departments to ensure that the team has the resourcing required to execute its responsibilities. You will join calls with funders, forge new relationships for the organization, and identify opportunities to leverage funds for research and learning purposes. You will also manage the team's budget to ensure all capabilities are fully funded.

Collaborate with internal stakeholders to make meaning of and leverage research findings to improve impact and organizational positioning. You will engage with internal and external stakeholders in a way that honors the perspective, experience, and expertise each individual brings to the work. This includes collaborating with Operations leaders to identify effective ways of learning about stakeholder experiences and infusing findings from research into local and national efforts to improve City Year's impact. You will

collaborate with the Marketing & Communications team and the Office of the CEO to disseminate findings from research across City Year's vast network, the national service, and education sectors. And you will collaborate with the Policy and Systems change teams to co-develop materials and strategies that leverage research to inform systems change efforts.

Contribute as a member of a high-functioning team. You will work collaboratively with a team of people who share knowledge, expertise, and a commitment to achieving great things for City Year and the communities we serve. You will have opportunities to share your knowledge while simultaneously learning from a diverse team of staff with unique experiences and perspectives.

SKILLS & EXPERIENCES: WHAT YOU WILL BRING

We are looking for people who have diverse backgrounds and feel a deep sense of commitment to our [organizational values](#). This position requires an individual with a learner's mindset who works well on a team. You will interact effectively with a broad range of internal and external stakeholders and will have a demonstrated ability to operate in a fast-paced environment and with a collaborative, results-oriented approach. This is both a demanding and exciting position, and you'll be at home in the role if you practice self-reflection to learn from success, failure and overcome adversity, and if you cultivate strong relationships, aspire to lead through inclusion and collaboration, and understand the importance of, and receive great satisfaction from, engaging in equitable research and evaluation work.

Specifically, you have a:

- Strong commitment to and experience implementing equitable research and evaluation practices
- Track record of building and leveraging relationships to create the conditions for equitable research and evaluation practices
- Ability to apply learnings from one discipline to another
- Adaptive leadership experience in a social enterprise
- Experience managing high-profile projects and a high-performing team
- Demonstrated commitment to curiosity and humility as a life-long learner, seeking diverse perspectives and opportunities for self-growth
- Strong written and oral communication skills, including the ability to teach others new processes
- Ability to disseminate research in new and innovative ways
- Interest in partnering with senior leaders to integrate research into organizational strategy and operations
- Interest in collaborating with senior leaders to identify partnership opportunities that advance organizational and research priorities
- Familiarity with the role research can play in policy and systems change efforts

COMPENSATION AND BENEFITS

Full-time employees are entitled to compensation commensurate with experience. Benefits for full-time employees include health insurance with Flexible Spending Account, paid vacation, holidays, parental leave, 401K, and more.

Benefits

City Year offers a comprehensive [benefits](#) package that helps our employees live their best lives and grow personally and professionally.

Core Values

City Year's [core values](#) include advancing diversity, social justice for all, and inclusive environments where everyone can thrive. We aspire to become an antiracist organization, to support the holistic growth and development of our AmeriCorps members, and to promote educational equity for all students. We work each day, in partnership with schools and communities, to ensure that people of all identities feel welcome, valued, empowered and engaged.

As an equal opportunity employer, City Year is committed to providing employment opportunities to all qualified individuals and does not discriminate on the basis of race, color, ethnicity, religion, sex, gender, gender identity and expression, sexual orientation, national origin, disability, age, marital status, veteran status, pregnancy, parental status, genetic information or characteristics, or any other basis prohibited by applicable law.

City Year encourages people from underrepresented backgrounds to apply, particularly Black, Indigenous, and People of Color (BIPOC); those who are first in their family to attend college; adults without a college degree; LGBTQIA+ community; and people from low-income backgrounds.

TO APPLY

All inquiries, nominations, and applications should be directed in confidence to:

Katie Rockman, Partner and Annah Wells, Associate
Isaacson, Miller

Electronic submission of materials is encouraged via: www.imsearch.com/8770.

COVID-19 Notice

City Year's number one priority is the health and safety of our employees and AmeriCorps members and their families; our students and school partners; and the community at large from COVID-19. Proof of COVID-19 vaccination is required for employment and service – all staff members, including remote staff, and AmeriCorps members are required to be fully vaccinated by November 19, 2021, or by your start date if after November 19, 2021. If you are unable to be vaccinated for medical reasons or sincerely-held religious beliefs, we will consider requests for reasonable accommodation consistent with our policy, and where we are able to provide such accommodations without undue hardship to the organization pursuant to applicable law. Notwithstanding any language herein, City Year will comply with any state, local, or federal orders, statutes, or regulations that may conflict with the COVID-19 vaccination policy.

**Individuals are considered fully vaccinated 14 days after receiving the second dose of a two-dose vaccine (Pfizer or Moderna) or one dose of a single-dose vaccination (Johnson & Johnson).*