



NYU

**Wasserman Center
for Career Development**

**Search for the Executive Director, Wasserman Center for Career Development
New York University
New York, New York**

THE SEARCH

New York University (NYU), a preeminent global research university, seeks a vibrant and collaborative leader to serve as the next executive director of the Wasserman Center for Career Development (Wasserman). This is a unique opportunity to join a global community deeply committed to student access, career development, and success and making a difference in the lives of individuals, in structures and systems, on both local and global scales.

Founded in 1831 by a farsighted group of prominent New Yorkers, the “University of the City of New York” (as NYU was originally known) was envisioned from the start as something new: an academic institution metropolitan in character, democratic in spirit, and responsive to the demands of a bustling commercial culture. True to its founders’ vision, NYU has grown into one of the nation’s leading institutions of higher education, a dynamic and prominent research university that is “in and of the city” with an academic presence that spans the globe. As the largest private university in the United States, NYU enrolls over 61,000 students across degree-granting campuses in New York, Abu Dhabi, and Shanghai, with 12 global academic centers and research programs in more than 25 countries.

This is a pivotal moment for a visionary leader to leverage NYU’s impact and momentum. Reporting to the senior associate vice president of Student Affairs, the executive director (ED) will build on the strong foundation of Wasserman as a national leader in career development, leveraging the talented and dedicated Wasserman team of 54 full-time, part-time, and affiliated staff. With a future-focused vision that complements the scale, scope, and complexity of NYU, this ED will be asked to further infuse career development into the university while advancing Wasserman’s visibility and reach through expanded external partnerships on a local to global level. With an eye to the evolving needs of NYU’s diverse students and alumni, and the increasingly complex recruiting and employment landscape, the ED will bring systems thinking to bear and bolster Wasserman’s approach to its organizational infrastructure to meet the moment and flourish in the future.

A creative and experienced professional who has developed and is energized by inclusive and complex organizations, the next ED will have experience in career services and supporting students from diverse backgrounds, and a deep knowledge of industry standards, best practices, and trends in the field. Inspired by NYU students and its global reach, the ED will be culturally intelligent and an effective relationship builder with a proven track record of successful leadership within and across units. The ED will model and embrace the university’s commitment to diversity, inclusion, equity, belonging, accessibility, and creating a community where everyone can thrive.

NYU has retained Isaacson, Miller, a national executive search firm, to assist in this critical recruitment. All inquiries, nominations, referrals, and applications should be directed in strict confidence to the firm as

indicated at the end of this document. The target salary range for this role is \$185,000 - \$235,000 and will be commensurate with experience.

ABOUT NYU

[NYU](#) is one of the world's largest, most prominent, and highly respected private research universities. It embraces its urban identity and provides an enriching and comprehensive education through its highly collaborative network of [18 schools and colleges](#), with degree-granting portal campuses in [Abu Dhabi](#) and [Shanghai](#) and 12 global academic centers in Africa, Asia, South America, North America, and Europe. NYU undertakes over \$1 billion in research annually and counts among its 5,000 faculty members recipients of the highest scholarly honors and a vast network of talented scholars, artists, scientists, and writers with endless opportunities for collaboration. NYU recently reaffirmed its accreditation with the Middle States Commission on Higher Education through a process of evidence-based self-study. NYU's comprehensive self-study can be found [here](#).

The heart of NYU is its students. Numbering more than 61,000, roughly half undergraduate and half graduate students, come from nearly every state and over 155 countries. In 2023, NYU in New York City admitted the most diverse undergraduate class in history, with 12% African American students, 22% Latinx students, and 18% first-generation college students. At NYU overall, no one ethnic group makes up more than 22% of the total number of students admitted to the class of 2023.

Opportunities outside the classroom are virtually limitless for NYU students, considering the vast campus resources and the backdrop of the Big Apple and global campuses. NYU is a community of communities, from residence halls to clubs and organizations, and offers wide-ranging experiential learning opportunities. For the class of 2022, close to 72% of undergraduate students held an internship, and nearly 94% were working or in graduate school within six months of graduation. For more information about NYU student career outcomes, visit this [page](#).

Institutional Leadership

[Dr. Linda Mills](#) was appointed the 17th president of NYU and began her term in July 2023. President Mills has been an instrumental, innovative, and globally-minded leader at NYU since she joined the university in 1999. She is also the Lisa Ellen Goldberg Professor of Social Work, Public Policy, and Law and Executive Director of the NYU Center on Violence and Recovery. Dr. Mills served as NYU's Vice Chancellor and Senior Vice Provost for Global Programs and University Life from 2012-2023. In 2002, she was named Vice Provost (and in 2006, Senior Vice Provost) for Undergraduate Education and University Life. President Mills received her PhD in Health Policy in 1994 from Brandeis University; her MSW from San Francisco State University in 1986; her JD from the University of California College of the Law, San Francisco in 1983; and her BA in history and social thought from the University of California, Irvine in 1979.

The Division of Student Affairs

Led by [Dr. Jason Pina](#), Vice President for University Life and Global Engagement, the Division of Student Affairs cultivates NYU students' transformative growth and contributions by providing student-centered resources and engagement opportunities and fostering a University community that supports development, wellbeing and belonging. With [12 departments](#) and about 500 dynamic staff, NYU has received more [NASPA Excellence Awards](#) for "excellence and innovation" than any other college or university in the history of the program. To stay on the leading edge, Student Affairs recently embarked on a comprehensive and collaborative strategic planning process to lay out its path forward. Six strategic priorities were identified for focus over the next three to five years: Communities and Connection,

Evidence-Informed Decision Making, Global IDBEA, Navigation and Access, Student and Professional Development, and Wellbeing and Flourishing. Please visit this [page](#) for more information about the Student Affairs Strategic Plan and Priorities.

[Bethany Godsoe](#), Senior Associate Vice President of Student Affairs, leads strategic planning for the Division of Student Affairs and oversees the Wasserman Center for Career Development, along with the Office of Research and Assessment, the Center for Student Life, and NYU Leadership Initiative, which she co-founded. Bethany brings two decades of experience at NYU managing high-performing teams in enrollment, student services, research, and career and leadership development. Before joining Student Affairs, Bethany served in two critical roles at NYU Wagner: first, as Assistant Dean for Enrollment and Student Services, then as Executive Director of the Research Center for Leadership in Action.

Wasserman Center for Career Development

The Wasserman Center for Career Development is NYU's central career development resource, providing services and support to undergraduate students, graduate and graduate certificate students, postdocs, and alumni with a bachelor's, master's, graduate certificate, or doctoral degree from nearly every NYU school, with the exception of the School of Law, the College of Dentistry, MBA programs at the Stern School of Business, and certain programs at the Grossman School of Medicine. Wasserman meets any individual where they are in their career journey, helps them examine and internalize the things that matter to them most, and provides them with the guidance, exposure, and support to take action and pursue meaningful careers with confidence.

Wasserman is a nationally recognized pillar in the field and well respected across the NYU community. The team is passionate, forward-looking, and recognized for their expertise and exceptional partnership. Wasserman is one team that is organized into the following supporting teams:

- [Administrative Support](#)
- [Career Education and Coaching](#), which includes an [undergraduate](#), [graduate](#), and [Brooklyn](#) team
- [External Partnerships and Experiential Learning](#)
- [Operations and Student Employment](#)
- [School of Professional Studies](#)
- [Senior Leadership](#)

Role of the Executive Director

Reporting to the senior associate vice president of Student Affairs, the executive director provides strategic leadership and direction for all programmatic and operational aspects of the Wasserman Center for Career Development. The ED collaboratively leads strategic planning in support of divisional and university goals and mission and oversees the design, development, assessment, and coordination of career development programs and services for students and alumni that are impactful and strategically aligned. Staying abreast of best practices and trends, the ED keeps the university community up to date on known and emerging career development issues and identifies opportunities to instill career development in the student experience. The ED also has an external facing role, developing and enhancing relationships with employers, colleagues across colleges and units within NYU, and representing Wasserman to other external stakeholders. The ED oversees the administration of Wasserman, including management of a \$5.88 million budget, staff management and assessment, including the development and implementation of career outcome surveys and other data collection strategies to assess programs and services, outcomes, and effectiveness.

OPPORTUNITIES AND CHALLENGES

Develop a strategic vision and strategy for Wasserman that is forward-looking and mindful of the scale, scope, and complexity of NYU

It is a crucial moment as technology and AI rapidly advance and influence the future of work while demographic and generational changes are also shaping new attitudes and expectations about work. In this increasingly multifaceted marketplace, the next ED will build on the momentum of NYU and harness the power of its size and scope to develop an aspirational vision and strategy to successfully position Wasserman for the future. Guided by the student affairs strategic plan and emerging Presidential priorities related to the student experience and success, there are opportunities to align and advance key initiatives. Taking into consideration the distinctive needs of undergraduates, graduate students and alumni across academic programs and industries and the challenges of the moment, the ED will capitalize on emerging trends and NYU's continuing focus on collaboration across the community to create strategic priorities that further advance the career development of all students and alumni and cement the success of NYU graduates.

Continue the trajectory of integrating career development throughout the university

Much work has been done over recent years to infuse career development into the full NYU experience. University-wide initiatives such as the [Faculty Advisory Board](#) and [Career Hubs](#) have helped to fill gaps and build bridges. Wasserman has expanded academic partnerships to increase experiential learning opportunities, such as the recent pilot program sponsored by AAC&U to integrate world readiness competencies into the College of Arts and Science curriculum. There is an opportunity for the ED to further enrich these efforts and create new and refreshed connections with faculty and staff, including school-based career professionals. As a member of the Student Affairs leadership team, there are exciting partnership opportunities to reach students earlier and, in collaboration with Student Success, increase student access to and participation in experiential learning and other high-impact experiences.

Serve as an advocate and champion for the talented Wasserman team bolstering the organizational structure and culture and further leveraging partnerships with NYU schools

Wasserman is fortunate to have a strong team in place with an accomplished, experienced, and dedicated, career services staff. The ED will evaluate the organizational structure and systems to ensure they leverage the strengths of the team and are best in class to meet the needs of NYU's diverse and discerning students and alumni amid the shifting recruiting and employment landscape. The ED will foster an environment where inclusion, communication and cross-functional team building are prioritized, and staff are recognized and empowered as productive members of one cohesive Wasserman team that encourages collaboration, innovation, respect, and care for each other. Within the broader landscape of NYU, there are boundless opportunities to maximize career development and experiential learning opportunities through partnerships across the university to further expand Wasserman's reach and impact.

Amplify Wasserman's visibility and impact through expanded employer and external partnerships on a local to global level

As an ambassador for the Wasserman Center and NYU, the ED will frequently engage with external stakeholders, including employers, alumni, potential donors, and colleagues in professional organizations. Capitalizing on the exceptional reputation of NYU, and working with the Wasserman Experiential Team, the ED will enhance existing relationships and cultivate and steward new strategic partnerships across career fields with particular attention to expanding global partnerships. There is an opportunity for the

ED to assess employer engagement and experiential learning across the NYU ecosystem, and to further engage and leverage the alumni community, to identify points of intersection to streamline, collaborate, and maximize the impact for employers, students, and alumni.

Build on Wasserman's foundation of excellence in service and career outcomes while addressing the evolving needs of students with diverse and multiple identities, especially focusing on the unique circumstances of international students and alumni

Wasserman is a national leader in career development, providing timely and strategic initiatives that support NYU students to be among the most successful graduates in the country. The ED will build on best practices and distinctive initiatives, such as [identity-based career education](#) to better meet the needs of NYU's deeply diverse students and alumni who hail from all around the world. As home to the highest number of international students in the United States, the ED will bring passion and persistence to augment internal and external collaboration and partnerships to further support international students and alumni in their preparation for and pursuit of CPT, OPT, and global opportunities.

QUALIFICATIONS AND CHARACTERISTICS

- Established leadership and expertise in career development; knowledge of employment trends; awareness of top skills and competencies across career fields and on a local to global level;
- Demonstrated success in supervising and evaluating professional staff with proven ability to hire and inspire a diverse and dynamic team;
- Proven ability to foster and sustain innovation, collaboration, shared decision-making, and strategic partnerships, integrating programs and initiatives;
- Record of building relationships with multiple stakeholders, internally and externally, with demonstrated success in expanding employer partnerships;
- An understanding of the unique advantages and complexities of a large private research university in New York City with a global footprint and a highly diverse student and alumni population;
- Demonstrated evidence of strong written and oral communication, interpersonal, and presentation skills in formal and informal settings;
- Strong business acumen with fiscal management experience and creative approach to maximizing and advocating for resources;
- Proven experience developing and overseeing programs and events; results-driven and adept at using data to inform decision-making and storytelling;
- Passion for providing support and opportunities for students and alumni, ideally with experience working with international students, first-generation, racially diverse, undergraduate and graduate, and non-traditional students;
- Demonstrated commitment to NYU's values, principles, policies, and strong commitment to diversity, inclusion, equity, belonging, and accessibility;
- Master's degree preferred in education, counseling, human resources, or other related discipline.

Research shows that people belonging to structurally marginalized groups often only apply to jobs if they meet 100% of the qualifications. As no one ever meets 100% of the qualifications, we encourage all candidates to apply if you feel that most of the above qualifications reflect your experience and expertise.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

NYU has retained Isaacson, Miller, a national executive search firm, to assist with this important recruitment. Please direct all inquiries, nominations, and applications electronically and in confidence to:

Pamela Pezzoli (she/her) Partner and Rachel Brown (she/her) Senior Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/nyu/ed-wasserman-center>

NYU's Global Programs & University Life organization is committed to being a welcoming campus community that reflects and enacts the values of inclusion, diversity, belonging, equity and accessibility that inform academic excellence. Employees in this organization are expected to contribute to diverse, equitable, inclusive and accessible learning and working environments for our students, staff, and faculty.