Director of Strategic Impact

Suder Foundation | Dallas, Texas

POSTED MAY 13, 2014

**Background**

The mission of The Suder Foundation (TSF) is to significantly increase the graduation rate of first-generation college students and prepare each student for a meaningful and successful life. The foundation achieves this mission through First Scholars® a holistic student success program delivered in partnership with four-year public universities. Begun in 2008, TSF currently administers First Scholars at seven university campuses across the nation; the long term vision is to expand to 100 universities and 200 Scholars per campus.  TSF also supports collaborative efforts between its national office and Affiliate campuses to develop Strategic Initiatives designed to increase retention and college completion of greater numbers of first-gen students.

**Job Summary**

The Director of Strategic Impact is a new position that will be responsible for driving collective impact as a result of collaborative efforts between the national office and First Scholars’ Affiliate universities.  S/he will be responsible for oversight of the Strategic Initiatives development process, supporting program design and planning, coordinating research and publication efforts, and communicating evaluation findings to multiple stakeholders. Reporting to the Executive Director, the Director of Strategic Impact must demonstrate the ability to build and maintain relationships with existing campus partners and external consultants. This is a full-time position based in the foundation’s Plano, Texas office.  It is a hands-on position in a small-staffed organization and requires the ability to balance personal independence with a spirit of partnership.

**Responsibilities**

* Provide project oversight and support Lead Campus partners in the creation and pilot implementation of the First Scholars Strategic Initiatives
* Convene and facilitate network working groups related to student success initiatives
* Build relationships with remote on-campus administrators and use technology-based solutions to create a sense of community and synergy among network members and with the national office
* Oversee external consultants involved in data collection, refining program metrics and measuring the success and impact of the foundation’s programs and initiatives
* Conduct, update and disseminate research related to first-generation student success
* Coordinate research efforts among First Scholars Affiliate campuses
* Serve as a resource for effective student success practices among network members
* Identify best practices and disseminate information across the network
* Collaborate with the Director of Campus Relations and Programming in collecting research and materials for creating program toolkits and guidebooks
* Participate in orienting new institutional partners to the First Scholars network
* Occasional travel to program sites
* Other duties as assigned

**Qualifications**

* Ph.D. in higher education administration, education psychology or related field;
* Minimum 3 years’ experience in student success, academic advising or student development programs in a higher education setting required with at least 2 years’ experience managing professional staff, programs and projects in higher education
* Highly developed and demonstrated project management skills
* Excellent organizational skills with a strong attention to detail
* Ability to develop relationships with, convene and oversee remote work teams
* Strong interpersonal communication skills with demonstrated ability to involve and work collaboratively and effectively with peers in joint and shared efforts
* Excellent written communication skills with strong attention to detail
* Demonstrated skill and aptitude for data analysis and program evaluation
* Self-motivated with the ability to manage multiple responsibilities and respond to rapidly changing priorities in an entrepreneurial environment
* Systems thinking skills and the ability to exercise good judgment and manage time effectively to solve problems
* Demonstrated knowledge of and commitment to serving the needs of diverse student populations and the challenges unique to first-generation college students

**Compensation**

Salary commensurate with experience.  Benefits include paid holidays and vacation; health, dental and life insurance; and a 401(k) plan with employer match up to 6%.  We are unable to offer paid relocation.

**How to Apply**

Send resume and cover letter highlighting why you’d like to use your skills to help achieve our mission to [resumes@suderfoundation.org](file:///S:\Executive%20Director-Diane\resumes@suderfoundation.org).  Please include the position title in the subject line.  Preference given to materials submitted by May 30, 2014.

Suder Foundation

([http://www.firstscholars.org](http://www.firstscholars.org/))