

GoodCitizen

Techbridge Girls
Chief Executive Officer

Techbridge Girls Mission

Techbridge Girls re-engineers the way Black, Indigenous, and girls* of color from marginalized communities experience STEM by developing curricula that centers on contributions of black, indigenous, and Latina leaders and building a community of role models and advocates to support BIPOC girls.

*TBG serves Black, Indigenous, and all girls of color, which includes cis girls, trans youth, gender non-conforming, and/or non-binary youth who experience(d) girlhood and economic insecurity as a part of their journey.

About Techbridge Girls

Techbridge Girls is an award-winning national nonprofit organization bringing science, technology, engineering, and math (STEM) education to all girls across the US. For over 20 years, TBG has reengineered the way STEM education is taught, centering girls' brilliance and potential, with an emphasis on increasing STEM access, belonging, and persistence for BIPOC (Black, Indigenous, and people of color) youth from marginalized communities.

TBG takes a holistic approach towards engaging girls emotionally and intellectually, by equipping educators with gender and culturally responsive practices, engaging out of school time professionals to support their youths' persistence, and connecting role models to inspire and encourage, ensuring that girls leave the TBG program equipped to bring their brilliance and unique experiences to thrive in the STEM revolution. This approach continues to set TBG apart as a STEM equity leader.

In 2021, TBG made a strategic shift to work on the broader STEM education landscape, by working directly with educators to reshape STEM education. Through consulting, coaching, and partnerships with educators to build STEM equity efforts, and delivering tailored STEM equity curriculum, TBG is able to make a national impact on STEM education.

To learn more about Techbridge Girls visit <https://www.techbridgegirls.org/>

The Opportunity

Over the last decade, Techbridge Girls has undergone remarkable growth and transformation, adeptly navigating the challenges of the COVID pandemic and emerging with a revamped business model poised for expansive impact.

This critical juncture marks an extraordinary moment for a proven executive with strategic prowess to assume the leadership of a national organization dedicated to forging pathways for

BIPOC girls in STEM education and careers. The incoming CEO will seize the opportunity to lead this new mission while cultivating a collaborative culture within.

With exceptional leadership and strategic implementation skills, they will provide the vision, internal and external direction, and business acumen necessary to propel the organization forward. This leadership opportunity is not just about steering an organization; it's about shaping the future of STEM education for BIPOC girls, making a lasting impact, and establishing a culture of innovation and inclusivity by working directly with educators.

Key Responsibilities

The CEO will be responsible for ensuring the organization's culture, fiscal, operations, fundraising, and programmatic strategies are effectively implemented across all segments of the organization.

Strategic Vision & Organizational Leadership

- Cultivate an environment that fosters bold, innovative ideas, positioning TBG as a trailblazer in STEM education.
- Lead and drive the current and next five-year Strategic Plan, ensuring its core elements come to life by engaging the board and staff, and fostering alignment throughout program implementation.
- Foster a collaborative and engaged environment by aligning the Board and staff with the organization's strategic trajectory.
- Drive organizational evolution, optimizing efficiency and adaptability to navigate dynamic challenges and capitalize on opportunities. Implement change management strategies to ensure alignment with the strategic vision and goals.

People Management

- Leverage the collective talents of the team, providing inspirational leadership and guidance.
- Establish effective communication channels, ensuring clarity and understanding across the organization while engendering trust and respect by engaging with transparency, authenticity, and compassion.
- Prioritize a cohesive, results-oriented work culture that unifies all parts of the organization under the banner of "one team, one mission."
- Infuse purpose and clarity into every role, emphasizing how each contributes to achieving Techbridge Girls' goals.

Operations and Management

- Apply best practices, defining roles, expectations, and clear success metrics.
- Implement a high-functioning operating structure aligned with strategic plan goals.

- Ensure systems, organizational practices, and policies that support plan implementation.
- Apply sound business judgment and proactive financial management for sustained financial health. Ensure accountability and transparency in the stewardship of organizational resources.
- Oversee fundraising strategies, annual budgeting, and quarterly forecasting to meet organizational growth needs.

Coalition Building

- Serve as a vocal thought leader and domain expert in K-12 public education with the credibility, experience, and influence to shift the discourse around quality education and engage individual and organizational changemakers.
- Build strong relationships with key stakeholders, such as funders, superintendents, principals, teachers, local officials, and community members, to support growth objectives and foster collaboration.
- Lead with a nuanced understanding of how systems disproportionately impact and influence student outcomes, while continuing to lead and guide the organization in a direction of political neutrality.
- Foster frequent, consistent dialogue with relevant constituents to develop strong crossector collaborations.

Business Development & Fundraising

- Drive the identification and cultivation of new funding opportunities to enable growth and impact. Successfully secure funding from diverse sources including foundations, individuals, and corporations.
- Steward and provide strategic guidance on fundraising priorities with a specific emphasis on building and growing established corporate partnerships.
- Be accountable for the fiscal health of TBG, identifying and cultivating new funding opportunities. Provide strategic guidance on fundraising priorities.
- Bring a keen business sense to strategically expand TBG's impact through potential revenue-generating relationships.

Ideal Candidate

The ideal candidate is not just a leader but a transformative force, adept at turning vision into action. They embody the essence of a strategic implementor, possessing not only business and financial acumen but also the decisiveness required to shape strategies and mobilize resources effectively. As a seasoned executive, they are a team builder, fostering an environment that thrives on collaboration and transparency. With a grounding presence, they bring a peopleoriented leadership style that builds trust and resonates with authenticity.

They navigate the complex landscape of the U.S. K-12 educational ecosystem with ease, driven by a passion for STEM and a profound personal connection to the mission at hand. Beyond being a charismatic storyteller capable of galvanizing funds, this candidate champions access and equity, understanding the pivotal Techbridge Girls' mission plays to develop gender responsive and culturally relevant STEM curricula that help girls see their unique STEM lineage, community, interests, and path to success.

This leader brings valuable experience in developing relationships with corporations and securing funding from corporate foundations, enhancing Techbridge Girls' capacity to drive impact and innovation.

Having led organizations of similar or larger scale, this candidate sees challenges as opportunities for expansion and growth. Their track record speaks volumes — a history of executing visionary plans that motivate others to action. Notably, the ideal candidate for Techbridge Girls shares a personal connection with the transformative power of STEM education, recognizing its potential for BIPOC students and communities. They excel in building trusting relationships, not only within the organization but also with leaders across public education, philanthropy, corporations, and various sectors. With a proven ability to mobilize resources and captivate audiences, this leader isn't just seeking a role; they're answering the call to redefine the future of STEM education and make a lasting impact on the lives of those Techbridge Girls serves.

Qualifications

With the understanding that no one person will offer every desired skill and characteristic outlined below, compelling candidates will offer much of the following:

- Proven executive leadership in nonprofit, corporate social responsibility, K-12 education, or related sectors.
- Experience working with corporation foundations, corporate social responsibility programs, or similar highly desired.
- Track record in driving action with data for impactful outcomes.
- Natural convener with a proven ability to build collaborative partnerships.
- Successful team development and retention experience.
- Experience with change management and organizational transformation.
- Demonstrated financial acumen including P&L responsibility.
- Expertise in cross-sector collaboration in diverse communities.
- Continuous learner with a nuanced understanding of educational challenges.
- Familiarity with issues faced by students of color, young women, and marginalized communities.
- Proven success in developing alliances, securing funding, and managing high-profile partnerships.
- Effective engagement of a high-profile board of directors.
- In-depth understanding of K-12 education, STEM, and out-of-school-time education.
- Experience managing a remote/hybrid geographically dispersed team.
- Bachelor's degree from an accredited institution preferred.

Compensation and Benefits

The salary range for CEO role is \$225,000 to \$250,000 depending on experience. This is a fulltime position with a comprehensive benefits package.

This is a remote position with a willingness to travel up to 25%

Techbridge Girls' EEO Statement

TBG believes employees must be treated fairly and with dignity. We are committed to a work environment free from discrimination. TBG is an equal opportunity employer, and enthusiastically accepts its responsibility to make employment decisions without regard to race (including traits historically associated with race such as hair texture and protective hairstyles), color, national origin, ancestry, place of birth, citizenship, sex, pregnancy (including childbirth, breastfeeding or related medical conditions), sexual orientation, gender, gender identity or expression (including sex stereo-typing), transgender status, age, religion or religious creed (including religious observances, practices, dress, head scarves, beards, and grooming standards associated with one's religious beliefs or practices), physical, intellectual or mental disability, medical condition, family care or medical leave status, genetic information, AIDS/HIV status, marital or domestic partnership status, military service, veteran or military status, military caregiver status, status as a victim of domestic violence, assault or stalking, weight, height, criminal history (including arrests and records of conviction), political affiliation, position in a labor dispute, application or participation in a public assistance program, or any other characteristic or status protected by federal, state or local laws.

To Be Considered

Please submit your resume and cover letter expressing your interest in the position and fit for the role via the "Become a Candidate" button". Letters may be addressed to Jailan Adly

Applicants applying by March 6, 2024, will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Techbridge Girls to lead this search. For questions, please contact:

Jailan Adly
Managing Director
202.933.7976
jailan@goodcitizen.com

Celene Haque Tanner
Engagement Manager
206.462.6189
celene@goodcitizen.com

Tonisha Idowu
Senior Associate
202.753.9075
tonisha@goodcitizen.com