

WASHINGTON STEM

POSITION: CHIEF EXECUTIVE OFFICER

REPORTING TO: BOARD OF DIRECTORS

ANTICIPATED REPORTS:

CHIEF PROGRAM OFFICER

DEVELOPMENT DIRECTOR

CORE SERVICES DIRECTOR

FINANCE & ADMINISTRATIVE DIRECTOR

ADMINISTRATIVE STAFF

COMPENSATION: VERY COMPETITIVE SALARY & BENEFIT PACKAGE. INITIAL TARGET OF \$250,000
NEGOTIABLE DEPENDING ON EXPERIENCE

OPERATING BUDGET: \$5.4 MILLION (PROJECTED 2011), TO \$10 MILLION ANNUALLY

PROJECTED FUNDING: \$100 MILLION OVER 10-YEARS

Washington STEM is a newly-formed nonprofit organization that works to catalyze innovation in Science, Technology, Engineering and Mathematics (STEM) teaching and learning in Washington State. Washington STEM advocates for and impacts policies and practices that will rapidly scale STEM education innovation, support educators in preparing students throughout Washington State for success in postsecondary education and work opportunities, particularly those students who have historically been underserved.

THE ORGANIZATION

Formed in December 2009, Washington STEM is led by a Board of Directors and an Interim CEO. The current 7-member Board reflects the commitment to improving STEM learning by many of Washington State's most influential corporate, educational, civic and philanthropic organizations. The Board and other advisors and supporters of the design and launch of Washington STEM, includes leadership representatives from McKinstry Company, Microsoft, The Boeing Company, Battelle, Washington's higher education institutions, P/K-12 education, The Bill & Melinda Gates Foundation, Pacific Science Center, the Washington Roundtable, The Seattle Foundation, and Partnership for Learning. This collaborative effort will integrate the best private sector knowledge on encouraging and scaling promising innovations, the education sector's focus on supporting effective teaching, the public sector's commitment to high quality, competitive public education systems, while working in partnerships with community organizations to ensure students are ready for college and careers – particularly at-risk students.

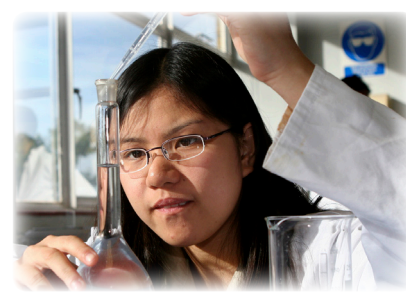


The federal administration is making it a top priority to focus on improving educational outcomes, with an unparalleled focus on the importance of STEM education for all students nationally. Now is the ideal time for action in Washington State. Consider these current State STEM statistics:

- Washington State is one of less than 10 states in which the achievement gaps in math and science are large and still growing.
- Nearly 50% of our community college students require remediation, mostly in math, and the number rises to nearly 70% for students of color.
- Washington ranks fourth in the country for technology based corporations but 46th in participation in science and engineering graduate programs.
- Less than 5% of STEM postsecondary degrees are earned by students of color.

Washington STEM is guided by the belief that to succeed in the 21st Century knowledge economy, Washington students need the ability to create, design, innovate, and think critically to solve complex challenges. Students need deep knowledge and strong skills in science, technology, engineering and math – and they need to be excited and ready to use that knowledge in the real world. It is clear that STEM knowledge and skills are central to responsible citizenship, rewarding employment and ultimately to improved social, economic, and environmental conditions of our local and global community.

Washington STEM has identified the challenges in achieving these goals beginning at the P/K-12 level. Since Washington adopted standards-based reforms and accountability in the mid-1990s, the significant gains in reading and writing have not been matched by similar improvements in math and science achievement. Even more affected by the STEM achievement gap are low-income, African American, Hispanic and Native American students. Being well prepared in STEM education is essential for all of our students. Every student, regardless of race, ethnicity, income or gender, is capable of being proficient in STEM and our



schools, in strengthened partnerships with the community must ensure students reach their full potential. Civic, business, and education leaders are well positioned to have a positive impact on all students by embracing STEM literacy as a central component of a comprehensive career and college ready plan. Washington STEM has an extensive and systematic approach to supporting dramatic improvements in student STEM outcomes. For STEM, that agenda would work toward achieving three key outcomes:

- All students, regardless of race, ethnicity, income or gender, develop a core foundation within and across the STEM disciplines so that they can be active and engaged in a society that is scientifically and technologically rich, complex, and dynamic.
- All students, regardless of race, ethnicity, income or gender, develop a strong conceptual and factual knowledge within and across the STEM disciplines to prepare them for postsecondary education pathways that will lead to rewarding family-wage earning careers with options for growth and mobility.
- An increasing number and diverse group of students are motivated and encouraged to pursue STEM professions through rich, robust, and relevant learning experiences throughout their P/K-12 experience.



The future of our youth and the economic prosperity of Washington State depend on the degree to which we can dramatically increase the educational opportunities our students receive, both inside and outside of the classroom, ensuring every student succeeds in school, work, and life. Washington STEM aims to mobilize education, business, and civic leaders to fulfill their shared responsibility to accelerate improvements in STEM instruction throughout the state and dramatically improve learning outcomes for all students.



THE POSITION

As Washington STEM is newly founded, the role will require equal measures of early-stage organization development (start-up entrepreneurship and scaling), public policy and community advocacy inspiration, and passion for the STEM education improvement mission. The successful Chief Executive Officer (CEO) must balance innovative and entrepreneurial skills with strong analytical abilities.

Reporting to the Board of Directors, the CEO will assume oversight and responsibility for the organization's management, operating team, programs and infrastructure with a projected operating budget over the next ten years of up to \$10 Million annually. The CEO will be an adept architect who can build upon the promising foundation s/he will inherit and can operationalize an impactful, high-functioning State-wide organization for STEM transformation. The successful candidate will be a change agent who is energized by the idea of advancing STEM education outside, but as an effective partner alongside the traditional public education system. A true visionary leader, s/he will be an effective bridge-builder across sectors and among stakeholders who can conceive and develop partnerships that include P/K-12 education, higher education institutions, STEM industry, the community, and Washington's elected leadership.

The CEO will serve as the organization's key spokesperson and advocate. Because Washington STEM aims to support dramatic improvements in instruction and STEM education opportunities throughout the state, the CEO must access the network of P/K-12 and higher education science, technology, engineering, and math communities and will be expected to create new, nontraditional partnerships to develop a statewide STEM network of practitioners, consumers and policymakers that hold a shared vision and commitment to dramatically improve STEM teaching and learning. The CEO must quickly establish credibility and motivate these communities to organize effectively. Above all, the CEO will be a champion for students, a skilled and passionate advocate for improved policies and practices at the State and national level, especially those policies and practices that will enhance the achievements of groups historically underrepresented in STEM fields.

Washington STEM will continue to leverage its private sector, community and public sector relationships to increase funding toward this mission. The CEO will drive fundraising efforts on behalf of Washington STEM. S/He will participate in the full range of development activities, such as donor/funder identification, cultivation, and stewardship. The CEO will be a key partner with the Board members and the Development Director to raise additional funds toward the 10-year, \$100 Million goal.



ISSUES & PRIORITIES

- The new CEO must establish effective working relationships with Washington STEM operating team members, Board members, elected and government officials, funders, individuals and organizations in the STEM community, as well as non-profit and educational leaders, and other key stakeholders around the state.
- Quickly establish a position to publicly and effectively articulate the STEM mission and vision to stakeholders and the community at large to educate and to further heighten awareness and financial support for Washington STEM's work. Implement proven development strategies to broaden and diversify the funding base.
- Work with the Board and operating team to refine and lead the newly adopted 5-year business plan.
- Facilitate partnerships with state and national STEM efforts, including public, private and nonprofit organizations to increase teaching and learning in STEM areas.

IDEAL CANDIDATE PROFILE

First and foremost, the Chief Executive Officer must be passionate about STEM's mission. The opportunity for this individual will be a core motivating factor in the successful candidate's immense energy and sense of urgency to have a large impact in Washington STEM educational success. The CEO will be excited about playing an integral role in public education reform in the state of Washington as well as nationally.

Complementing passion, this individual will have the ability to understand and analyze the "business" side of organizations and programs, understanding and correctly assessing costs vs. benefit. The CEO will have the capacity to identify, pursue and solicit new sources of funding from foundations, corporations, investors, government and individual donors. S/He should have demonstrated success in securing funding resources through personal relationship-building as well as through oversight of an effective fund development program. As the Washington STEM is newly founded, it is preferred that the candidate has experience leading start-up or early-stage organizations.



The ideal candidate will have strategic as well as tactical planning experience on a large scale to bring forth long-term change. A knowledge base and understanding of STEM education or an example of STEM career success is preferred, although not critical. S/He should have demonstrable success operating in Boardrooms, senior corporate suites, and government offices of customers, strategic partners or both. This individual will also have significant leadership, team-management and team-building experience at a senior level and have a track record of attracting, retaining and developing exceptional talent. Prior experience working directly with a high-level Board of Directors is essential.

The ideal candidate will be a visionary leader. S/He will have the proven ability to influence and motivate the STEM's constituents to a cause in the absence of having any formal authority over them. This individual will be politically savvy, with the ability to navigate national and Washington State STEM community complexities and will build strong relationships with key stakeholders in Washington, DC.

The CEO will serve as the organization's key spokesperson, and therefore must be an effective and proactive communicator both internally and externally. The ideal candidate will have superb oral and written skills, with the ability to be an eloquent and persuasive ambassador of STEM education. The ideal candidate will have superb interpersonal skills with the ability to convey ideas to a wide variety of audiences, such as elected officials, corporate boards, district leaders, funders, principals, community groups, teachers, students, and parents. This individual will have the executive presence to inspire confidence and passion both internally and externally. A demonstrated commitment to effectively communicating with people of diverse backgrounds, cultures and perspectives is an important quality.

The successful candidate will be a compassionate, interested and engaged leader, able to mentor and develop a team and will strive to create a work environment that is at the same time effective and fun. Approachable, open and transparent in his or her interactions, the preferred candidate will have a good sense of humor.

MINIMUM QUALIFICATIONS

We seek a candidate with a minimum of 8-10 years leadership experience with significant supervisory responsibilities. Work experience with entrepreneurial organizations is highly desirable. Proven experience with seven-figure fundraising/fund development results is essential. STEM education knowledge is preferred. The ability to network, gain credibility and influence P/K-12 and higher education STEM communities is critical. A senior business leader with extensive legislative, communications and/or advocacy experience and an understanding of complex public policy issues is an asset. A bachelor's degree or equivalent experience is required, and an advanced degree is preferred.

TO APPLY

Washington STEM is an equal opportunity employer and all qualified candidates are encouraged to apply. Please address a cover letter and resume to Tom Waldron and send in materials to info@waldronhr.com, no later than October 15, 2010.

 Waldron & Company

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