



## Principal, College and Career Pathways

### *Job Description*

With a mission to drive policymaking and practice that leads to better outcomes for all students—especially those students who have been pushed to the margins in a society shaped by systemic racism and oppression—the Rennie Center for Education Research & Policy serves as an “action tank,” pairing research with on-the-ground practice that promotes effective change within schools and classrooms and then leveraging these experiences to inform statewide policy conversations. Our approach is grounded in a deep commitment to empowering students, families, and educators to develop and drive ongoing, sustainable improvement that is adapted to the unique strengths and conditions of their local context.

### Position Overview

The Principal for College and Career Pathways will be responsible for managing and growing the Rennie Center’s portfolio of work on supporting multiple pathways to college and career. Our past work in this field has led to research products like the [Early College Blueprint](#) and capacity-building initiatives like the [Massachusetts Institute for College and Career Readiness](#). We currently have several ongoing or forthcoming projects related to the transition to postsecondary, and we are seeking an individual with significant experience in this field to oversee this work and pursue future growth opportunities. The ideal candidate would bring experience in early college or a related field, the ability to facilitate planning conversations among practitioners at the high school and college levels, strong research and writing skills, and a passion for building relationships with potential partners and funders.

### Essential Functions

#### *Facilitate Early College Planning Conversations*

- Serve as lead facilitator in conversations with high school and college staff on building early college models
- Develop agendas, discussion protocols, and other information-gathering tools to support planning
- In collaboration with practitioners, generate project work plans with key tasks and milestones to advance early college programming
- Monitor ongoing implementation success of early college initiatives

#### *Oversee Research on Postsecondary Pathways*

- Conduct interviews and focus groups to gather information on existing college and career pathway models
- Convene and lead advisory committee conversations to support capacity-building among college and career pathways providers and to deepen understanding of research findings
- Draft, edit, and finalize report on expanding access to STEM career pathways (as well as other potential research projects that may arise in the field of college and career pathways)

#### *Grow College and Career Success Portfolio*

- Support the general growth and development of the Rennie Center’s college and career pathways portfolio by leading the design, implementation, and management of current and future projects
- Build and maintain ongoing relationships with potential partners and funders in the field to ensure that we’re able to seek out and take advantage of opportunities to grow this portfolio



## Qualifications

- Deep commitment to equity and promoting access to opportunity for historically marginalized communities
- Experience with early college or other fields related to college and career pathways
- Self-starter able to work in a fast-paced environment and complete projects independently
- Must be very comfortable with, and able to thrive in, an environment where change and ambiguity are expected
- Superb project management skills; demonstrated experience designing and executing complex projects
- Understanding of data collection and use, including qualitative as well as quantitative data, to support project design and implementation
- Clear communicator, both verbally and in writing, with strong meeting facilitation skills
- Master's degree and at least 4 years of experience or 6+ years of experience in relevant field

## To Apply:

Send the following documents to Deputy Director Laura Dziorny at [ldziorny@renniecenter.org](mailto:ldziorny@renniecenter.org):

- Résumé
- Cover letter

We anticipate that the starting salary for this position will be approximately \$90,000. Rennie Center employees also receive a generous benefits package. More information is available upon request.

This position is currently funded by a combination of grants and earned revenue. With the funding that has been secured to date, we can currently commit to funding this position through June 2023. Candidates will be expected to help seek and secure additional funding in the college and career success field that would enable us to extend the position beyond this time.

The Rennie Center is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, and LGBTQ+ applicants. This job description is subject to change.