Chief Executive Officer
Denver, CO or Flexible Location

INTRODUCTION

At a time of widening divisions, when meaningful discourse is increasingly rare, the Pahara Institute creates space for bridge-building conversations that lead to innovative solutions to ensure that all young people - especially students of color and students from low-income backgrounds - are prepared to thrive in life. Through its fellowships, the Pahara Institute strengthens educational excellence and equity by sustaining and developing leaders who are dedicated to reimagining public education in America.

The Pahara Institute is seeking a dynamic leader to serve as its next CEO who will advance Pahara’s vision that all of our children are entitled to an education that provides them with the skills, knowledge, and mindsets they need to thrive. Succeeding its founder, Kim Smith, Pahara seeks a leader to guide it through its next phase, grounding the organization’s continued work in its focus pillars.

This search is being supported by Callie Carroll, Catherine Seneviratne, and Allison Kupfer Poteet of NPAG. Application instructions can be found at the end of this document.

PAHARA’S SUCCESS

The Pahara Institute is a national nonprofit whose mission is to identify, strengthen, and sustain exceptional, innovative leaders who bring urgency and dedication to ensuring that all children have access to an excellent public school. Since its inception, Pahara has worked with over 800 leaders across 35 cohorts, and received exceptional feedback on the impact of their experiences, EG:

96% of Pahara-Aspen Fellows reported taking a broader view of the system of education when designing solutions.

96% of Fellows promoted policies or initiatives that deepened engagement with communities, teachers, and/or students.

97% of Pahara-Aspen Fellows ensured their organization took action to promote diversity, equity, and inclusion in its practices.

91% of Fellows were more likely to consider multiple perspectives, including those most contrary to their own, when thinking through a challenge.

For more information on Pahara’s programs and approach, please visit: www.pahara.org.
OPPORTUNITIES AND CHALLENGES FACING THE NEW CEO

Charting the Course
In light of an increasingly intense and polarized discourse about the path to equitable and excellent public education, the CEO will work collaboratively with stakeholders to map Pahara’s continued role in building bridges and creating space for shared understanding across diverse perspectives to further the movement for educational innovation and choice. The CEO will lead the continued development and growth of Pahara’s community and transformational programs, and with plans in place for new, state-of-the-art space available to Pahara just outside of Denver, the new CEO will lead the transition of its seminars and operational support to the new location.

Building a Senior Team
Leveraging the knowledge and experience of current staff and board, the new CEO will have the opportunity to build a senior leadership team. Additionally, the new CEO can expect to grow communications capacity and management systems to support a Denver-based seminar supporting staff and the larger virtual team.

Building Diversity of Leadership in the Field
Pahara strives for diversity across race, gender, sexual orientation, political viewpoints, geographical distribution and rural/urban, and other differences in its fellowship cohorts and staff. The next CEO will carry forward Pahara’s commitment to increasing diversity of leadership and holding space to build bridges and invite dialogue across the complex education field.

Strengthening Alumni Networks and Building Programming
The CEO will drive strategic refresh of programs to ensure timeliness and relevance in the current context and provide direction and strategy for engaging alumni as change agents in education, representing diverse and rich perspectives to policy makers, cross-sector leaders, and other key stakeholders. The CEO will cultivate opportunities for cross-program and cross-cohort collaboration and work to integrate learning that informs future direction, ensures optimal program success, and promotes dialogue across the sector.

Ensuring Continued Financial Support and Organizational Health
The next CEO will continue to build a strong base of revenue by ensuring programming continues to inspire new funders, increase giving and impact, and increase the organization’s financial strength. They will leverage strong existing donors and find ways to engage new donors. The next CEO will maintain Pahara’s current strong operational systems and practices to support excellent programming.

Stewarding the Board
The next CEO will build a strong partnership with the Board of Directors and engage board members as thought partners and advisors, effectively leveraging their diverse backgrounds, perspectives, and experiences. The CEO will work in partnership with the board to plan for the organization’s next stage.
QUALIFICATIONS OF THE IDEAL CANDIDATE

While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- A deep understanding of the transformative nature of Pahara’s fellowship programs and sustained, demonstrable commitment to Pahara’s pillars; experience within a Pahara program is preferred;
- A record of extraordinary commitment and results advancing educational opportunity for all children, and a nuanced knowledge of and networks in K12 education;
- High emotional intelligence with the ability to hold space for disagreement among passionate and committed leaders for the purpose of building bridges; the strength to artfully manage passionate viewpoints and people; a trained moderator is preferred;
- An inclusive leadership style that encourages diverse perspectives; the ability to productively engage in dialogue across difference with humility, vulnerability, curiosity, and empathy; experience facilitating dialogue about sensitive issues, including race and politics;
- A deep understanding of and connection to the lived experiences of students and communities most impacted by poor education systems;
- Experience leading strategy setting and implementation through transition or organizational growth; an innovative, entrepreneurial mindset with a bias toward action;
- A breadth of experience and maturity gained from overcoming challenges; regular practice of learning and self-reflection;
- Success developing and cultivating authentic relationships with funders and creative approaches to fundraising and developing high-impact, meaningful partnerships;
- Experience leading, encouraging, and developing creative and driven teams and supporting communication and collaboration in a remote or geographically distributed environment;
- Ability to build strong relationships with board members and strategically leverage their time and effort;
- Experience overseeing organizational finances and budgets; and
- The ability and willingness to be in Denver for programmatic purposes and to travel nationally for funder meetings and field-related convenings. There is a preference for the next CEO to be based in or willing to relocate to Denver.

TO APPLY

To apply, applications including a cover letter describing your interest and qualifications, your resume (in Word format), and where you learned of the position should be sent to: PAHARA-CEO@nonprofitprofessionals.com. In order to expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.

The Pahara Institute is an equal opportunity employer and proudly values diversity. Candidates of all backgrounds are encouraged to apply.