



Now Hiring: Opportunity Culture Consultant

START DATE: January 2021

Public Impact is a national education management consulting firm based in Chapel Hill, N.C. Our mission is to improve education dramatically for all students, especially low-income students, students of color, and other students whose needs historically have not been well met.

We are a team of professionals from many backgrounds, including former teachers, teacher leaders, and administrators. We conduct research to understand what leads to better outcomes, and we develop and implement innovative solutions to create dramatic improvements for children. We apply our research and solutions by advising leading philanthropists, designing and implementing new initiatives in partnership with public schools and districts, and advising other change agents in education. We partner with teachers and other leaders to implement changes that will help the students they serve.

Major current areas of work include management and policy changes in these areas:

- Teachers and leaders: extending the reach of excellent educators and teams through [Opportunity Culture](#), teacher-leadership, career paths, pay, residencies, selection, evaluation, and system leadership.
- School turnarounds, excellent diverse schools, school success measurement, data analytics, and other topics.
- Charter school excellence, innovation, authorizing, and growth of excellent organizations.
- See all of our work at publicimpact.com and www.opportunityculture.org

ROLE: We are currently hiring for consultants on teams facilitating Opportunity Culture school transformations, using Multi-Classroom Leadership and other innovative roles for educators. Most team members work on other projects, as well, including school turnarounds and school success measurement. Work involves contributing to Public Impact client projects in multiple ways, such as: helping educators plan and implement Opportunity Culture and school turnaround models; facilitating professional learning opportunities for teachers and teacher leaders; conducting research; helping to advise state policymakers; producing field-leading written products in education policy and management; making client presentations; helping schools, foundations, and others design new programs and policies and organize stakeholders; and participating in and eventually leading project teams.

Consultants should expect to:

- Consult with educators and other leaders to design and implement [Opportunity Culture](#) and other nation-leading reforms, with significant guidance from Public Impact teammates.
- Present Public Impact's work accurately and influentially, in writing and speaking.
- Produce excellent technical work that impacts the field positively.
- Conduct quantitative and qualitative research.
- Write and edit compelling publications.
- Participate in and later lead collaborative, diverse client/colleague project teams of increasing size and complexity.

QUALIFICATIONS:

- 2-5+ years of teaching or other relevant, school-based work with students AND one of the two following:
 - Experience coaching or developing adults.
 - Formal training in leadership and/or systems change through a graduate degree in policy/law/management.
- Education master's is welcome but not required.
- Has led others to make specific changes (through formal or informal leadership role).
- Demonstrated ability to collaborate in teams with diverse members.
- Demonstrated ability to influence a wide variety of people and engage with others positively.
- Demonstrated ability to lead and implement change or improvement, with a bias for impact.
- Eager to give and receive feedback to produce outstanding work.
- Delighted to juggle multiple, demanding projects.
- Able to communicate complex ideas simply. Strong writing.

LOCATION: Work from a combination of home and Chapel Hill, N.C area office; or may reside in Charlotte, N.C. area; elsewhere in U.S. near major airport considered. Travel by plane and car required; must have reliable car; travel typically one to four times/month. Our team is working remotely/from home until COVID-19 trends significantly improve or there is a vaccine.

PAY: Competitive with nonprofits and position readiness.

TO APPLY: *Please submit PI employment application, cover letter, resume, consulting exercise (instructions below), contact info for three references, and two writing/work samples unedited by others to: hireing@publicimpact.com.*

Public Impact is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment. Public Impact maintains a drug-free workplace. Public Impact promotes and maintains a drug-free workplace.