



## **Position Description: Vice President, Operations**

### **Organizational Overview**

Rocketship Education ([www.rsed.org](http://www.rsed.org)) is a network of public K through 5 charter schools serving primarily low-income students in neighborhoods where access to excellent schools is limited. Using a blend of traditional instruction, adaptive technology and targeted tutoring, Rocketship strives to meet the unique needs of each and every student. But we believe that truly transformative schools do more than educate students; they empower teachers, engage parents and inspire communities. Together, we can eliminate the achievement gap in our lifetime.

Rocketship is based in San Jose, but we realize the achievement gap stretches across the nation. We're opening new schools every year to help reach the millions of students striving in underperforming schools every day.

### **Position Summary**

Rocketship is creating a national school system with a centralized Business Operations team that will support the growth of our schools and regions by providing consistent and scalable business systems and practices. This is a unique opportunity to lead the Systems and Field Operations teams to develop and implement tools, systems, and processes that will ensure that we scale with quality. The Vice President of Operations leads the Field Operations team across multiple regions and leads the Systems & Scalability Team ensuring that the broader teams' individual missions lead to a unified vision of operational excellence.

The Vice President of Operations reports to the CFO and directly manages the following Rocketeers:

- Sr. Director of Systems and Scalability
- Director of Field Operations, New Regions (2013/2014 school year: 2 subordinates in Milwaukee and Nashville)
- Manager/Director of Field Operations, Bay Area (2013/2014 school year: 12 subordinates in Bay Area)

The Vice President will:

- Possess the core characteristics required of every Rocketeer – mission-driven, innovative, disciplined thinker, collaborative, and personally responsible
- Effectively manage the Operations Team by ensuring that his/her team provides outstanding operational service and support for the schools and regions
- Develop and implement a vision and strategic plan which integrates national initiatives and high quality improvement priorities with current expansion goals
- Ensure strategies are translated into clear goals and metrics, and set realistic timeframes and benchmarks to ensure the team executes daily
- Monitor the impact of operational decisions and performance on the organization's financial health



- Partner with the larger Business Operations team to develop systems, structures, processes and services that result in a scalable, effective support system for regions and schools
- Provide performance management and professional development opportunities for all campus and central operations staff
- Promote a culture of achievement, excellence, mutual respect, and collaboration throughout the region
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### Qualifications

- Visionary thinking and strategic management skills, including: planning, directing, building, reporting, and budgeting.
- 5-7+ years of demonstrated operational experience in a school organization (charter schools preferred)
- 5+ years of management experience, preferably in the field of education reform and a high-growth environment
- Proven track record of managing outstanding results through teams in a distributed network
- Exceptional analytical and problem solving skills
- Experience leading in a fluid, start-up environment; optimism, perseverance, and a focus on problem-solving highly valued
- Proven leadership skills with the ability to attract, develop, and inspire a team; exceptional ability to bridge and enhance cooperative working relationships
- A bachelor's degree is required, and a graduate degree in education or business preferred

The ideal candidate will also possess some combination of the following:

- Proven ability to lead a team in the implementation of integrated technological solutions across a network
- Demonstrated experience leading professional development/training across a large network
- Experience in growing and evolving an organization, including the development and management of the infrastructure to facilitate an innovative, high-functioning, and rapidly-growing region or team
- Business acumen and proven financial management/oversight

### Hiring Process

To apply for this position, please visit <http://www.on-ramps.com/jobs/840>.

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