Job Posting: Pathways Director – San Luis Valley Partnership

Position Status: Full-time, exempt, hybrid (primarily remote with monthly in-person meetings in Denver and weekly in-person meetings in San Luis Valley). Successful applicants will be residents of Colorado, with high priority given to residents of the San Luis Valley.

Reports to: Chief Operating Officer

Background
The Attainment Network aligns partners and drives collaboration to strengthen education to workforce systems that support every learner on their path to family-living wage employment and economic opportunities. We mobilize K-12 schools and districts, postsecondary institutions, state agencies, local municipalities, nonprofits, private sector partners, and learners to ignite and accelerate systems change.

Job Summary
The Attainment Network seeks a dynamic and experienced program lead to guide, coordinate, support, and connect the work of The Attainment Network partners as they collaborate on career-connected pathways and learner success initiatives. This position is one of three Pathways Directors leading place-based pathways projects for The Attainment Network. The Pathways Director hired in this position will support the San Luis Valley partnership. The SLV partnership will initially be focused on health and behavioral health pathways.

The Pathways Director will:
- Design, organize, and facilitate working groups to drive program outcomes, including groups focused on education and skills alignment, student support, academic/career advising/recruitment, and employer engagement. They will also coordinate with the Data and Evaluation Director to ensure the proactive and efficient use of data to inform programmatic work.
- Be adept at understanding and navigating complex systems and relationships, as well as competing priorities among multiple stakeholders, to achieve positive outcomes for learners.
- Provide consistent and transparent communication and feedback loops among and between partners to support action, build trust, and drive outcomes; develop and maintain strong relationships in a dynamic environment.
- Identify opportunities with partners to innovate around shared priorities, problem-solve to address anticipated barriers, and elevate best practices within the partnership and to other key stakeholders.

The ideal candidate understands the value of a range of educational and career-connected pathways, including industry certifications, apprenticeships, certificates, and 2-year and 4-year degrees that lead to family living wage employment and economic mobility. A strong candidate will have relevant experience with health and/or behavioral health pathways. They will be a highly motivated self-starter with outstanding organizational and project management skills and the ability to lead, manage, evaluate, and enhance program development and implementation across multiple stakeholders. The successful candidate must be a naturally collaborative relationship-builder and adept at engaging and building agreement among a wide variety of groups and individuals operating at all levels of organizations. A candidate will be comfortable consistently following up and following through to help teams achieve their goals. Candidates should be excellent facilitators who demonstrate creativity,
energy, and the agility to thrive in an environment grounded in continuous improvement. Given the nature of the work and The Attainment Network’s small size, the candidate must be comfortable handling administrative tasks. The successful candidate will have a deep personal commitment to equity and passion for The Attainment Network’s mission and will have experience working in rural communities.

**Primary Responsibilities**

- Support the San Luis Valley Partnership consisting of more than 20 K-12 Schools/Districts, Postsecondary partners, Community-Based Organizations, and Employers
- Lead programmatic development and implementation initiatives in support of The Attainment Network’s mission and vision.
- Convene partnership, working groups, and focus groups to drive work toward shared goals and objectives; in collaboration with partners, develop goals and strategies focused on closing equity gaps and improving learner outcomes on pathways, with an initial focus on health and behavioral health.
- With the Chief Operating Officer, develop systems to drive, monitor and evaluate The Attainment Network’s program outcomes.
- Take initiative to research, cultivate and execute innovative programming opportunities to reach goals.
- Maintain accurate records for program data, activities, outputs, and outcomes; and develop tracking and reporting protocols to collect relevant data and information.
- Report on progress and elevate successes to leadership.
- In collaboration with Project Specialist, document program processes and practices to support implementation and replication.
- Build robust and productive relationships with stakeholders at multiple levels, across multiple partners.
- In collaboration with Data & Evaluation Director, utilize variety of methods of data collection & evaluation tools to work with partners & stakeholders in making data-informed decisions.
- Support leadership in grant development and reporting to support the SLV partnership.
- Stay informed of related initiatives occurring across the state; proactively seek partnerships with community organizations, business, government, K-12 education, higher education, and philanthropy to support the work of The Attainment Network and partners.

**Required Skills and Abilities**

- Knowledge of the factors that impact college access and success, and the barriers to higher education faced by low-income, first generation and learners of color in rural areas; familiarity with education to workforce ecosystem in Colorado; understanding and familiarity with the data that informs systems-change in an education to workforce ecosystem.
- Experience working in rural communities.
- A proven track record of programmatic leadership in education and/or workforce development.
- Experience developing academic and or career-connected pathways and/or deep knowledge of the challenges and opportunities inherent in their development, especially health and/or behavioral health.
- Experience leading coalitions with multiple stakeholders, including K-12, higher ed, and employers.
- Talent for initiating, managing, and growing trusting relationships with diverse stakeholders.
- Experience working with and/or leading senior level teams in systems change efforts.
- Proven track record leading grant-funded initiatives from conception to successful completion, including initial program ideation, development, execution, assessment, and reporting.
• Skilled facilitator, with knowledge of various facilitation techniques (virtual and in-person) to drive collaboration among multifaceted groups.
• Ability to apply creativity in problem-solving, stakeholder engagement, and programming.
• Excellent written, verbal, and interpersonal communication skills; demonstrated ability to communicate data and other complex information to multiple audiences in a culturally competent manner.
• Organizational skills that reflect the ability to perform and prioritize multiple tasks seamlessly.
• Strong initiative and able to work independently, and as part of a close-knit team.
• Familiarity with working in a remote environment (e.g., Zoom, Webex, Teams, etc.) and access to a stable workspace with reliable internet is required.
• Demonstrated commitment to equity and a collaborative approach to driving impact.
• Ability to divide time between Denver (10%) and SLV (90%).

Preferred Skills and Abilities
• Experience facilitating virtual meetings and utilizing virtual collaboration tools such as Miro, Mentimeter, Microsoft Teams, Asana PM, Google Docs, etc.
• Project Management experience and/or PMI certification.
• Existing strong network of relevant contacts in the San Luis Valley and understanding of local context.

Education and Experience
• Bachelor’s degree required; Master’s degree in education, higher education, social sciences, or related field preferred.
• At least 10 years relevant professional experience required.

Salary/Benefits
• Salary range - $85,000 - $95,000/Full Time
• Comprehensive Benefits Plan - Medical, Dental, Vision, Life Insurance, Short- and Long-Term Disability, and Trusted Time Off

Application Process

Please submit cover letter, resume, and three professional references who can speak to the required skills and experience to Admin@attainmentnetwork.org. In your cover letter please highlight your understanding of systems change and your experience leading complex systems change initiatives to achieve meaningful impact, and how this looks specifically in rural settings.

The Attainment Network is dedicated to equal employment opportunities in any term, condition, or privilege of employment. The Attainment Network prohibits unlawful discrimination against applicants or employees based on race, color, religion, sex (including pregnancy, gender identity or expression, and sexual orientation), parental status, marital status, national origin, ancestry, creed, age, disability, genetic information (including family medical history), political affiliation, military service, protected veteran status, other non-merit-based factors, or any other characteristic protected by federal, state, or local law. This policy applies to all employees including managers, supervisors, and co-workers.