

The Holdsworth Center District Support Consultant

Location: Austin, TX

About the Organization

The Holdsworth Center is a non-profit organization founded and largely funded by Charles Butt, Chairman and CEO of H-E-B Grocery Company. Based in Austin, Texas, the academic campus and its programs are being developed in honor of Charles' mother, Mary Elizabeth Holdsworth Butt, who was an educator, a philanthropist and a lifelong champion for social justice.

The mission of the Holdsworth Center is to strengthen public schools and improve student outcomes across the state of Texas through strengthening educational leadership across the state. Holdsworth works in partnership with public school districts over a sustained period of time to help tackle their toughest challenges around leadership development, pipeline planning and strategic talent management. The Center offers three distinct programs carefully woven together in order to create and support systemic change over a five-year period:

- A transformational leadership development program complete with executive coaching for Superintendents and their key cabinet members
- A similar program for principals and their teams with a focus on a specific problem of practice at the campus level
- Ongoing, embedded District support that includes rigorous assessment, data gathering and analysis, and implementation support

The Holdsworth team is comprised of top professionals from around the country with deep expertise in educational leadership, organizational talent management, adult learning, and school district administration.

The District Support Consultant Role

District Support Consultants work under the direction of a Team Lead and the Managing Director of District Support to:

- Support senior District leaders in two to three participating districts in developing a strategic approach to their leadership pipeline, including assessing their current approach, identifying gaps, recommending solutions, and supporting implementation of those solutions
- Facilitate meetings and critical conversations with District personnel to ensure long term success
- Work daily with District staff to maintain focus on talent management goals and objectives
- Attend on-site leadership development programs designed for superintendents and their teams to support alignment and coherence across the discrete programs
- Collaborate across Holdsworth staff to develop insights to impact future program growth, development, and innovation

All candidates for the District Support Consultant role must possess:

- Desire to work with mission-driven peers in a fast-paced, dynamic environment
- Commitment to and belief in the potential of excellence in public education
- Excellent written and verbal communication skills
- Strong ability to influence key decision makers at all levels
- Highly collaborative work style
- Exemplary ability to build positive, professional relationships with diverse stakeholders
- Working knowledge of education systems and key change levers
- Bachelor's degree required

Desired Qualifications

Strong candidates for the District Support consultant role have a range of prior experiences and capabilities. As we seek to build a team with a diverse set of experiences and qualifications, we're currently looking for candidates who might fit one of two potential profiles:

Experienced Education Background

Prior experiences might include:

- Several years of public school teaching and/or leadership experience
- Proven experience leading substantial change management efforts in a school or Central Office department
- Diversity of professional experience – work experience in different organizations with different types of influence/authority

Private Sector Background

Prior experiences might include:

- Management consulting
- Talent development
- Project management
- Data and analytics
- MBA preferred

Additional Responsibilities and Expectations

Weekly, in-state travel is required for meetings and convenings with our partner districts. Typical travel requirements include two days per week of travel, including at least one overnight. District Support Consultants will also be required to attend some District Leadership Program sessions, which typically occur monthly or every other month and include multiple days of travel, including some Saturdays and Sundays.

The Holdsworth Center is based in Austin, Texas, and we are currently seeking Consultant candidates who live in or are willing to relocate to the Austin area.

How to Apply

Interested candidates should submit a resume brief cover letter detailing their interest in the Center and its mission to info@holdsworthcenter.org

The Holdsworth Center is committed to creating a diverse, equitable and inclusive environment. All employment decisions are based on job requirements and individual qualifications without regard to race, color, religion, gender identity and/or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.