

Vice President, The Holdsworth Center

[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.

Our mission is to impact, over time, the quality of K-12 public education for all Texas students by supporting and developing educational leaders. Holdsworth will work 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. In addition to its core offerings—the District Leadership Program, the Campus Leadership Program, and District Support—provided to partner districts over five years, The Holdsworth Center will work to broaden its impact on all aspects of leadership that drive student outcomes.

The Holdsworth Center is seeking a Vice President who shares a deep commitment to our mission and whose experience and vision will deepen our capacity and enhance our impact as we aim to be of service to public school districts across the state of Texas.

The Vice President, in partnership with the President of The Holdsworth Center, will:

- Lead a strategy office that will design and incubate new programs, strategies, or other efforts that will enhance Holdsworth's impact
- Support the Center in achieving its mission and evolving its approach, including:
 - Driving performance measures across the organization including managing the creation and monitoring of Key Performance Indicators (KPI's) through dashboards and reports
 - Supporting the President in implementing a board adopted strategic plan
 - Leading a research team to ensure the effectiveness of The Holdsworth Center's efforts
- Build and manage the Center's Operations team ensuring that operations functions are executed in ways that drive the organization's mission, including:
 - Supporting campus operations, partnering with any contractors who manage day-to-day operations of the facility to create a world-class learning environment
 - Ensuring effective IT infrastructure and support for staff and participants
 - Establishing best-in-class finance and HR functions to support the Centers work
 - Ensuring the facility is strategically deployed to achieve maximum impact, including establishing priorities for utilizing the facility beyond core Holdsworth programming
- Oversee Holdsworth's internal and external communications, ensuring that brand-building efforts are closely connected to our mission and strategic priorities, including:
 - Supporting the execution of a communications campaign related to the opening of The Holdsworth Center
 - Growing Holdsworth's visibility and influence with key stakeholder groups—Texas educators, peer institutions, etc.—including plans for Holdsworth conferences and convenings

Desirable candidates will have a range of prior experience and capabilities to include:

- Strong evidence of alignment with organizational values—Drive for Excellence & Equity, Be of Service, Believe in People
- Highly collaborative work style and ability to influence key internal and external stakeholders
- Strong relationships and credibility with Texas educational leaders or the ability to quickly establish relationships/credibility
- Significant experience leading organization-wide strategic efforts
- Excellent written and verbal communication skills across a range of mediums/audiences
- 10-15 years of leadership experience including campus and district leadership with a strong track-record of results
- Experience in leading key operational functions—IT, facility, HR, finance
- Demonstrated ability to thrive and lead in a fast-paced, dynamic environment
- Experience in leadership development—in schools, non-profit, or university settings—preferred
- Research-background—academic or in a non-profit setting—preferred

The Holdsworth Center is based in Austin, Texas. Interested candidates should submit a resume and cover letter detailing their interest in the Center and its mission [here](#) or directly to Denise Smith at HoldsworthVP@denisesmith.net. Applications will be received until June 7, 2019. We will contact those candidates who most closely match our requirements. We thank you in advance for your interest.

More about The Holdsworth Center Programs

In 2017, we welcomed our first 7 districts from across the state and in the summer of 2019, we will welcome 6 more districts to The Holdsworth Partnership. Our 13 partner districts collectively serve about 462,000 students. By 2022, five years after our launch, we are projected to have directly served approximately 100 district leaders and 1,500 campus leaders in over 20 districts. We make two core investments in leadership at the district and campus levels: The District Leadership Program and Campus Leadership Program.

District Leadership Program: Superintendents and their teams embark on a two-year journey that includes executive coaching, learning sessions with some of the nation's top leadership experts and site visits to study high-performing organizations in the U.S. and abroad, both inside and outside K-12 education. Each team works together to define what great leadership looks like for them, then collaborates on a vision to identify and develop up-and-coming leaders from within the organization.

To help build capacity and keep the work moving forward, staff members on Holdsworth's District Support Team are embedded in our partner districts over the five-year period. They are a cornerstone in our model and a significant asset to our partner districts as they work hand-in-hand to take stock of talent management systems and design and implement new strategies that are built to last.

Campus Leadership Program: Starting in the second year, cohorts of school principals and their teams take a two-year learning journey similar to district leaders, which includes executive coaching for principals. They also tackle a significant challenge tied to school culture and student outcomes. Rolled out in four phases, the program aims to serve 50 percent of campuses in each partner district over the five-year period.

These two programs are designed with the belief that 70 percent of a leader's development occurs through job-related experiences, 20 percent from interactions with others or coaching, and 10 percent from formal educational events. Therefore, we strive to deliver learning experiences that span all three areas of a leader's development. Our program sessions intentionally start with the viewpoint that leaders are developed inside out – focused on one's overall purpose and commitment to personal growth and learning. Then, leaders expand their practice of developing and empowering others – building the capacity of individuals and teams to create change around a shared vision for leadership development.

In the fall of 2020, learning sessions will move to our new campus on the shores of Lake Austin, a peaceful 44-acre setting where educators can focus on learning and reflection.