IEA is an association of more than 135,000 members composed of Illinois elementary and secondary teachers, higher education faculty and staff, educational support professionals, retired educators and college students preparing to become teachers. The IEA was founded in 1853 to serve the interest of public education in Illinois. The IEA became an affiliate of the National Education Association in 1857, an organization currently totaling 3.2 million teachers and school employees working to make our good public schools even better for all students.

POSITION OVERVIEW
The Executive Director is the IEA chief executive officer, reports directly to and serves as a non-voting member of the Board of Directors, who set Association policy. The Executive Director is charged with adeptly working with the President, advising the Board, managing and skillfully representing the long-term vision and strategic direction of the Association guided by the IEA Constitution and Bylaws, IEA governing body and local, state and federal laws and regulations.

DUTIES AND RESPONSIBILITIES

- Institutional Leadership – exercise inclusive and decisive leadership to advance the mission and vision of the IEA in accordance with state and federal laws and regulations.
- Long Range Planning – maintain focus on the strategic goals and priorities established by systematic and strategic planning processes.
- Stewardship of Financial Resources – provide oversight and necessary due diligence to ensure the financial health of the Association.
- Organizational Effectiveness and Accountability – drive for continuous improvement utilizing data and measurement to ensure effectiveness and efficiency of IEA programs and services.
  - Cultivate a culture that encourages reciprocal accountability by developing a team of staff and stakeholders that upholds the integrity of IEA’s mission and core values. Encourage employee creativity, innovation, and independent decision making, while establishing performance and success metrics to ensure that all team members successfully meet organizational goals. Lead with honesty and transparency.
- Public Education Advocacy – champion public education and the union movement in Illinois, including building collaborative relationships between IEA and external stakeholders in order to shape the highest professional standards for state and federal education policy.
- Staff Relations – support high standards for work on behalf of IEA members and build effective relationships with management and staff.

OPPORTUNITIES:

- IEA has a rich history of advocacy on behalf of the state’s public-school employees and supporting innovations to further children’s growth, development, and education.
- IEA has the opportunity to continue existing and new outreach with education, business, and other public and private sector partners and community coalitions in support of quality public education and equitable opportunity for all students.
- IEA has the ability to support and help prioritize the needs of educators and students as they continue to face the challenges of COVID-19.
- IEA is committed to a culture of organizing in which members are engaged and mobilized to grow and strengthen their local associations to improve student outcomes, secure the proper teaching and learning conditions, and achieve educational opportunity and equity for all students.
- IEA has the opportunity to cultivate bipartisan relationships to advance pro-education legislation and to build strong alliances with external organizations that support public education.
- IEA is committed to model a leadership style that shows a commitment to racial and social justice and supports professional growth to build an environment where governance, management, and staff are empowered to achieve its mission.
- IEA has the opportunity to demonstrate its value and commitment to educational systems and increase its relevance to forge paths to unionism among early educators.
- IEA is supportive of innovative technological systems to connect with staff, members, and partners to help achieve organizational goals.

REQUIRED COMPETENCIES

Member Focus
A leader who values public education and is focused on member needs. Someone who believes in member engagement, trust, and loyalty, and who is committed to fostering strong relationships among IEA and its members. An experienced leader who has successfully demonstrated the ability to implement high quality programs and services that bring value to members. Demonstrated experience in using data to identify additional ways to offer value to members’ professional practice and careers. Ensures that the IEA stays vibrant and relevant as the education landscape and the demographics of the workforce continue to evolve. An influential leader who understands membership and is able to expand market share, has effectively led innovative strategies, programs, initiatives, and policies designed to attract and increase new membership. An established leader with the ability to drive member engagement and to increase member retention.

Strategic Planning and Execution
Documented experience in leading organization wide efforts in planning, implementation, process improvements, innovation, financial management and building high performance work teams. A record of executive leadership in strategic planning that required significant organizational change, including experience utilizing reliable methods to ensure accountability and timeliness in the execution of strategic goals and objectives. Strong ability to delegate but resists the urge to micromanage. Specific evidence that reveals past approaches to work that demonstrate personal expertise in assessing benefits and risks toward a goal of creating strategic advantage. An individual who possesses the ability to manage multiple projects with clear priorities and to easily articulate the connections between the big picture and specific action plans and timetables.

Leadership
A passionate public education advocate with a proven record of organizational leadership, who understands the central role educators play in leading change in their profession. A visionary leader who has confidently engaged others to be proactive in creating the future they desire.
Evidence of success in achieving desired outcomes when leading organizational innovation and change; a courageous leader who has shown organizational savvy and flexibility in confronting and adapting to challenging and changing political/organizational realities. Capable and willing to voice respectful and effective dissent when and where appropriate.

An empathetic leader who has a demonstrated, successful record of attracting and empowering a highly talented staff and is skilled at coaching and mentoring. Has a record of success in building and maintaining effective coalition partnerships.

**Interpersonal Effectiveness**

An effective communicator and active listener who possesses emotional intelligence and has excelled in building successful relationships with diverse groups of people with varying cultural perspectives. A successful record of effective conflict management and an established record of inspiring and fostering teamwork and consensus, provoking creative problem-solving and risk taking. Strong public presence, articulate, optimistic and relatable, and must possess the ability to motivate and inspire internally and externally.

**Desired Experience**

- A minimum of 3-5 years of middle or senior management experience in positions of increasing responsibility, in the field of education, labor/union advocacy, public policy, not-for-profit leadership or other related field.
- Experience in public education advocacy and belief in the central role of unions, and possess unwavering support for organized public education.
- Visionary analytical leader who utilizes data to anticipate future trends.
- Lifelong learner who supports structures for staff professional development.

**EDUCATION**

Bachelor’s degree from an accredited four-year college is required; Master’s Degree preferred.

**COMPENSATION PACKAGE**

Commensurate with experience and qualifications.

**TO APPLY**

To be considered for this position, please provide the following:

- A current résumé reflecting qualifications for this position.
- A Letter of Application which specifically addresses how accomplishments in your career have prepared you to meet the challenges and opportunities presented in this position.

All materials must be sent electronically to IEA’s Search Consultant:

Unionsearch.org
Margolies Potterton & Associates
Patricia Johnson, Business Manager: patjohnson@unionsearch.org

For confidential inquiries, questions, salary information or to schedule a call, please email Patricia Johnson.

**APPLICATION DEADLINE:** Friday, March 25, 2022 at 5:00 pm (EST.)

**IEA IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER AND ENCOURAGES WOMEN, MINORITIES AND PERSONS WITH DISABILITIES TO APPLY.**

**WHEN APPLYING:** Be sure to indicate that you saw this information at UNIONJOBS.COM.