

Announcement of opening for the position of

Executive Director

NEA-Alaska

Anchorage, Alaska

NEA-Alaska is the largest and most influential organization of public education professionals in Alaska. NEA-Alaska educators strive for excellence and are dedicated to expanding student learning for every child. Our mission is to advance public education for all Alaska children and advocate for the interests of public school employees.

NEA-Alaska represents over 11,000 members organized into 65 local affiliates across the state. We are the most inclusive and powerful voice of Alaska's educators. Our membership includes K-12 teachers, additional certificated staff, education support professionals, aspiring educators, and retired educators. NEA-Alaska is a democratic organization whose direction is determined yearly at the NEA-Alaska Delegate Assembly.

One-third of NEA-Alaska's members work in rural school districts not accessible by road. NEA-Alaska is governed by an elected 30-member board of directors and a president who can serve two-year terms.

The Executive Director works primarily in the Anchorage office and regularly travels to the Juneau and Fairbanks offices. NEA-Alaska is the state affiliate of the National Education Association, the largest professional employee organization in the United States.

POSITION OVERVIEW

The Executive Director is the Association's chief executive officer, leading a staff of 27 employees. The Executive Director works in a close, collaborative relationship with the President, advises the Board and local elected leadership, and manages and skillfully executes the long-term vision and strategic direction of the Association. In collaboration with the government relations staff and lobbyists, the Executive Director is responsible for developing political strategies and legislative communications before, during, and after legislative sessions and elections. Substantial travel is required to accomplish these responsibilities, which include attending National Education Association meetings and the Representative Assembly each summer.

DUTIES AND RESPONSIBILITIES

- **Institutional Leadership** – exercise inclusive and decisive leadership to advance the mission and vision of NEA-Alaska 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 NEA-Alaska's programs and services.

- Cultivate a culture that encourages reciprocal accountability by developing a team of staff and stakeholders that upholds the integrity of NEA-Alaska'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, good judgement, and transparency.
- **Public Education Advocacy** – championing public education and the union movement in Alaska, including building collaborative relationships between NEA-Alaska and external stakeholders to shape the highest professional standards for state and federal education policy.
- **Staff Management** – support high professional standards of work on behalf of NEA-Alaska members and build effective relationships with management and staff.

OPPORTUNITIES:

- NEA-Alaska is poised to continue its rich history of advocacy for the state's public-school employees and supporting innovations to further children's growth, development, and education.
- NEA-Alaska is committed to being a racial and social justice leader in Alaska.
- NEA-Alaska has the opportunity to maintain existing and create new outreach with education, union, business, and other public and private sector partners and community coalitions in support of quality public education and equitable opportunity for all students.
- NEA-Alaska has the opportunity to continue to develop a solid and supportive staff culture that promotes transparency, and collaboration throughout the organization.
- NEA-Alaska supports professional growth to build an environment where governance, management, and staff are empowered to achieve its mission.
- NEA-Alaska is the voice and advocate for a public employee Defined Benefit (DB) retirement plan to promote educators' hiring, retention, and financial security.
- NEA-Alaska has the opportunity to cultivate bipartisan relationships to advance pro-education legislation and to build strong alliances with external organizations supporting public education.
- NEA-Alaska is committed to a member engagement and organizing culture, mobilizing membership to articulate, plan and achieve local objectives and interests, with assistance from NEA-Alaska and NEA. This highlights the relevance of union participation and the benefit of a unified membership at local, state, and national levels.
- NEA-Alaska has the opportunity to demonstrate its value and commitment to educational systems and increase its relevance in forging paths to unionism among early educators.
- NEA-Alaska oversees and implements 65 collective bargaining agreements for each of its affiliates ensuring optimal representation for members.

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 is committed to fostering strong relationships among NEA-Alaska and its members.
- An experienced leader who has successfully demonstrated the ability to implement high-quality programs and services that bring value to members and demonstrated experience using data to identify additional ways to offer value to members' professional practice and careers.
- Someone who will ensure that NEA-Alaska stays vibrant and relevant as the education landscape and workforce continue to evolve.
- An influential leader who understands membership, can increase membership density, and who has effectively led innovative strategies, programs, initiatives, and policies designed to attract and increase new membership.

Strategic Planning and Execution

- An agile leader with documented experience leading organization-wide efforts in planning, implementation, process improvements, innovation, financial management, and building high-performance work teams.
- An executive leader with a record of strategic planning that required significant organizational change, including experience utilizing reliable methods to ensure accountability and timeliness in executing strategic goals and objectives.
- A strong supervisor who delegates when appropriate and demonstrates trust of employees by avoiding micromanagement.
- Successful candidate must have specific evidence that demonstrates sound judgement in assessing benefits and risks while creating strategic advantage.

Leadership

- A passionate public education advocate with a proven organizational leadership record and 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.
- An empathetic leader with a demonstrated, successful record of attracting and empowering a highly talented staff and is skilled at coaching and mentoring— must have a history of success in building and maintaining effective coalition partnerships.
- 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. Evidence of success in achieving desired outcomes when leading organizational innovation and change.

Interpersonal Effectiveness

- An effective communicator and active listener with emotional intelligence who has built successful relationships with diverse groups of people with varying cultural perspectives.
- An executive who is able to represent the Association positively and expertly communicate the Association's mission and values.
- A leader with a successful record of effective conflict management and an established record of inspiring and fostering teamwork and consensus, encouraging creative problem-solving and risk-taking.
- A person with a strong public presence and is articulate, optimistic, relatable, friendly, humorous, compassionate, reflective, inspiring, and humble.

Desired Experience

- A minimum of 5 years of middle or senior management experience in positions of increasing responsibility in education, labor/union advocacy, public policy, nonprofit leadership, or other related fields.
- Experience in public education advocacy, belief in the central role of unions, and unwavering support for organized public education.
- Must be a lifelong learner who supports structures for staff ongoing professional development.

EDUCATION

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

COMPENSATION PACKAGE

Commensurate with experience and qualifications.

TO APPLY

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

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

All materials must be sent electronically to **NEA-Alaska 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: October 21, 2022 at 5:00 pm (EST.)

NEA-ALASKA IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER AND DOES NOT DISCRIMINATE BASED ON RACE, CREED, RELIGION, COLOR, NATIONAL ORIGIN, AGE, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENETIC INFORMATION, MARITAL STATUS, or DISABILITY.