

POSITION PROFILE

# President

CollegeSpring

Remote, Texas-based



# ABOUT US

At CollegeSpring we equip schools and teachers with the tools to help students confidently prepare for the SAT and ACT. These tests are a critical part of college admissions, and every student deserves a chance to prepare. Yet test prep courses and private tutoring are often costly or hard to access. Our programs reduce this inequity by bringing high quality test preparation into schools. We build Test Confidence™ by training, supporting, and providing ongoing coaching to teachers at our partner schools to deliver the CollegeSpring curriculum to their students. Since 2008, CollegeSpring has helped provide school-day test prep to over 40,000 students and is looking to scale significantly in the coming years.



# ABOUT THE PRESIDENT ROLE

During our first 15 years, CollegeSpring has evolved through a start-up phase and subsequent expansion period, which has included growth across the U.S. and a shift from in-person program delivery to utilizing technology to enhance student learning. Now, we are seeking a President who will bring an inclusive leadership style and strategic mindset, working with the CEO, our team, Board, and community to explore what is possible in our next chapter, with an eye toward continued impact and organizational sustainability.

This is a pivotal role directly influencing the future of CollegeSpring, where you will serve as a strong organizational leader, brand ambassador, and key partner to the CEO. The President will guide us to fulfill the goals of our current strategic plan, weighing opportunities to inform the best course of action and identifying the resources we will need to implement that plan. Building on our existing culture and values, the President will share our commitment to diversity, equity, and inclusion. Serving as a champion for our work, they will advance our mission and impact by building awareness and support with donors, partners, and the broader community, leveraging strong relationship-building skills.

This role offers an exciting opportunity for an individual who is passionate about scaling programs that make a difference in students' lives. You are skilled in organizational leadership and relationship-building. You have a strong entrepreneurial spirit and the ability to get things done across different functional areas. You create a positive and high-energy environment that enables strong performance and accountability on your team. As a business leader, you are laser focused on results. You have a proven track record of leading teams that achieve ambitious goals and build the strategies, systems, and key performance indicators to ensure success.

The ideal candidate will have experience at the executive level and a working knowledge of education, assessment, and equity issues facing students in the United States.

# WHAT YOU'LL DO

## ORGANIZATIONAL LEADERSHIP

- As a member of the executive team, serve as a senior leader in the organization, utilizing strong relationship-building skills to build trusting relationships, engage and synthesize input from a wide range of constituencies, and create inclusive, collaborative processes and culture that will drive CollegeSpring's impact
- Embody our commitment to diversity, equity, and inclusion, as an organization as well as in our work with partners
- In a remote environment, collaborate across functional areas to inform product development, program implementation, people & culture, and finance and ensure alignment around strategy and goals
- Engage in organization-wide initiatives, budgeting, strategic planning, and participating in Board and Committee meetings
- Drive a "lean startup" style environment of constant experimentation and learning

## REVENUE GENERATION

- Lead the sales and fundraising teams to achieve or exceed monthly, quarterly and annual revenue goals
- Set expansion strategies for existing and new markets; prospect and close strategic relationships with key partners, funders, and donors
- Research, model, evaluate, and plan for new growth opportunities, staying abreast of market trends



# HOW YOU'LL DO IT

As important to CollegeSpring as what you do is how you do it. We are a highly mission-driven organization and for the President role, we will appreciate the following competencies:

- **Mission and values-driven:** You hold a passionate commitment to and a sense of urgency for the support of teachers, along with a belief that all students can achieve at high levels and you are motivated by working in an environment that centers equity and where we live out our [core values](#) daily
- **Leadership:** You can set a vision and inspire others to ambitious goals while also understanding the steps needed to meet those goals; you have a proactive orientation and strong listening and communication skills to lead through complexity and ambiguity
- **Relationships:** You are deeply relational with high emotional intelligence; you care about people and develop relationships that meet mutual goals; you value collaboration and empower others to be successful
- **Strategic Thinking & Planning:** You bring a strategic orientation to organizational planning and use data to identify opportunities; you can connect the strategic to the tactical, manage projects effectively, and lean into challenges with a problem-solving orientation
- **Analytical and Solutions Oriented:** You bring strong analytical skills and a problem-solving orientation. You look at data from multiple perspectives and use it strategically to inform the creation and evaluation of solutions

## EXPERIENCE AND QUALIFICATIONS

- Bachelor's degree required; advanced degree is preferred
- 10+ years of organizational leadership experience, including leading revenue generation
- High degree of professionalism, strong communication and interpersonal skills
- Comfort with a small, growth-oriented environment
- Positive, can-do orientation with comfort with ambiguity and change
- Ability to manage time and prioritize multiple responsibilities
- Experience working with sophisticated Boards





## DETAILS ABOUT THE ROLE

- This role is remote and must be based in Texas; state-wide travel up to 25% of the time may be required as well as occasional national travel
- The total compensation salary range for this position is \$180,000 - \$200,000. In addition to salary, total compensation includes a generous benefits package including health, dental, vision, life, and disability insurances, medical and dependent care reimbursement accounts, a 403(b) retirement plan with employer match, 21 paid days of holidays/office closures/recharge days, paid time off, 2 paid volunteer days, paid family leave, and a monthly work from home stipend
- We are actively working to build a diverse team; people of color, people from working-class backgrounds, LGBTQIA+ folks, and people with disabilities are strongly encouraged to apply. We are an equal opportunity employer and do not discriminate based on gender, race, national origin, disability, age, religion, sexual orientation, or gender expression

# HOW TO APPLY

Cassie Scarano, Victor Arias and Bryn Siberski of Koya Partners, the executive search firm that specializes in mission-driven search, have been exclusively retained for this search. Please submit a compelling cover letter and resume by [filling out our Talent Profile](#).

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

## ABOUT KOYA PARTNERS

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).