



Job Description - Position Profile

Position Title: Rural Pathways Initiative Director

Reports To: CEO

Classification: Part-time or Full-Time (Non-Exempt/Exempt)

Salary Range: To Be Determined

Required In-Service Training Hours Per Year: 15 hours minimum if fulltime

Position Summary:

The Alabama Rural Pathways Initiative Director will lead an effort to ensure the scale-up of a collaborative career pathways model to support K-12 school districts and partners in co-creating sustainable, credentialed pathways to serve all students. The candidate is responsible for creating the partner infrastructure to scale up an existing Cybersecurity Pathways initiative, as well as identifying new pathways for design, implementation and scaling. The candidate will work in partnership with Digital Promise, the Sylacauga Alliance for Family Enhancement (SAFE) and the Talladega County Board of Education (TCBOE) in this effort.

The successful candidate is a strong strategic leader who has deep experience and expertise in education-to-workforce pathways with a proven track record of driving systemic change – and is a resident of Alabama with established relationships with K-12, postsecondary, industry and community partners. The Director will co-lead a dedicated team of key stakeholders, collaborating with educational institutions, non-profits, funders and state agencies to drive systemic change and create a pathway to Cybersecurity and other careers for tens of thousands of learners. The candidate will be directly accountable to Digital Promise, SAFE and TCBOE leadership, as well as managing the expectations of an Advisory Council.

Primary Responsibilities

- **Coalition Building and Management:** Foster and sustain a coalition of cross-sector organizations committed to the shared goal of expanding Cybersecurity Pathways and additional pathways opportunities in Alabama. Lead the Pathways Scale-up Advisory Council.
- **Field Building Across the Alabama Workforce Ecosystem:** Participate in regional and statewide activities and engage leaders as partners in the collective work to strengthen alignment and integration of strategies among partners to maximize impact.



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- **Initiative Management:** Lead the management of the initiative to include recruiting and convening an Advisory Council of key stakeholders, collaborating on a co-design of a scaling strategy, identifying and securing partner and funding organizations, designing and measuring progress indicators and advocating for the collective work.
- **Project Management:** Work with partner organizations and Digital Promise to create a robust collaboration, program management and reporting structure that will facilitate the completion of project deliverables, knowledge exchange, and lessons learned.
- **State Policy and Systems Alignment:** Contribute to ongoing efforts to support skills-based recognition through statewide efforts such as the Talent Triad and other data systems to inform decision-making and track progress toward Cybersecurity and other workforce participation.
- **Internal and External Communication:** Effectively communicates with the partners, Advisory Council and Digital Promise teams. Effectively communicate project work and impact to external partners, policymakers, and funders.

Qualifications:

- **Local Expertise, Knowledge and Relationships:** Knowledge of the Alabama education and workforce context from a policy, funding, and partnership perspective.
- **Education Workforce System Knowledge:** Deep experience with the P-16 education system, career pathways policies, practices and sustainability models and a dedication to improving the early childhood to workforce continuum.
- **Coalition Leadership:** Exceptional leadership skills, with the ability to organize and lead coalitions across stakeholder groups in the completion of deliverables.
- **Collaborative Approach:** Experience in cross-sector, collaborative initiatives involving complex problem-solving and a proven ability to connect projects and teams for impact.
- **Relationship Building:** Strong relationship-building skills to foster collaboration among cross-sector partners.
- **Innovator's Mindset:** Instinct for and experience with designing imaginative approaches to solving complex systems challenges.
- **Adaptability:** Ability to thrive in a flexible, fast-paced, non-profit environment.
- **Data Utilization:** Proficiency in using data and formative evaluation to improve programs and systems, with knowledge of continuous improvement tools and techniques.
- **Commitment to Education Outcomes:** A deep commitment to supporting education and workforce outcomes for learners.
- Applicants must possess a valid driver's license.
- A minimum of a bachelor's degree in education, family development, social work, child development or other relevant degree is required.
- Experience in grant writing or research is necessary.

