



Position Title: Director of Education

Location: Wilmington, NC (In Office)

Position Type: Full-Time, Permanent

Position Overview: The New Hanover Community Endowment (the Endowment) is seeking a dynamic, results-driven, and forward-thinking Director of Education to shape and lead our education initiatives and drive positive and lasting community change. The Director will be responsible for overseeing and deploying the Endowment's education-focused strategies, thought leadership, grantmaking, partnerships, initiatives, and program development, ensuring coordination with the Endowment's other strategic pillars in social and health equity, community safety, and community development.

Reporting directly to the Vice President of Programs and Grants, the new Director of Education will be an experienced education leader and relationship builder who demonstrates a commitment to improving the education and educational access and opportunities for students in primary, secondary, vocational, and higher education schools and additional institutions of learning, and eliminating disparities in education within the community. The Director will build and oversee a portfolio of grants and other investments, and work closely with internal functional areas, including our Community Engagement, and Research and Impact teams, and external partners to foster innovative, impactful, and evidence-based solutions that address the diverse needs of New Hanover County.

Key Responsibilities

Strategic Leadership; Grants and Programs Execution and Oversight

- Provide intellectual leadership to define and refine the Endowment's theory of investment in education in New Hanover County.
- Lead the development, implementation, and refinement of education-focused strategies to improve educational outcomes and reduce disparities in New Hanover County, in alignment with the Endowment's mission and strategic framework focused on impact.
- Lead the development, deployment, and management of a diverse grants portfolio, encompassing small community, capacity-building, operating, strategic, project, capital, and social impact grants, aimed at promoting early childhood education, K-12 education, workforce development and preparedness, and lifelong learning.

- Collaborate with the Directors of Social & Health Equity, Community Safety, and Community Development to identify opportunities for cross-pillar thought leadership, grants, partnerships, and initiatives.
- Identify emerging trends, key challenges, and opportunities in education to inform the Endowment's grantmaking and programmatic priorities.
- Stay informed on local, state, and national education policy and advocacy issues that affect the Endowment's education initiatives, or the field more broadly, and could inform the Endowment's related strategies and grantmaking and programmatic priorities.
- Leverage philanthropic tools, identify funding partners, and consider recommendations for social impact investment opportunities to magnify impact on educational outcomes.
- Promote evidence-based practices and scalable models.
- Collaborate with the Vice President of Research and Impact to establish metrics for success and ensure portfolio effectiveness through data-driven insights and continuous improvement.
- Manage portfolio budget effectively, ensuring transparent resource allocation to achieve desired outcomes.
- Present grant and program recommendations to the Vice President of Programs and Grants, senior leadership and the Endowment's Board as needed; negotiate grant agreements; oversee the management of portfolio grants, including reviewing letters of inquiry and applications, conducting due diligence and site visits, and monitoring the status and performance of grants; contribute to the ongoing maintenance of the Endowment's grants database, grant files, and other grant-related records; prepare briefs and impact reports focused on impact.
- Ability and willingness to pivot to support other pillars' grant reviews as directed by the Vice President of Programs and Grants.
- Additional duties as may be assigned from time to time by the Vice President of Programs and Grants or the President and CEO.

Cross-Sector Collaboration and Community Engagement

- Serve as a key ambassador for the Endowment's education priorities, representing the organization in discussions with community stakeholders, educational leaders, educational institutions, government agencies, philanthropic leaders, and potential partners.
- Build and nurture strong relationships with local schools, colleges, universities, nonprofit organizations, philanthropic leaders, and community leaders to advance the Endowment's education initiatives and improve educational outcomes.
- Facilitate collaboration across all sectors to seek comprehensive solutions for quality education and improved outcomes, cradle to career.
- In collaboration with the Community Engagement team, work with the Endowment's Community Advisory Council to gather input, prioritize community education needs, and ensure transparency in decision-making related to education-related funding.

- Represent the Endowment in meetings with governmental, philanthropic, business, and nonprofit leaders to influence policy, funding, and support for education initiatives.

Team Leadership and Development

- Build, lead, and inspire partners and staff dedicated to the Endowment's education efforts.
- Help foster a collaborative, inclusive, and results-oriented culture within the Programs and Grants team.
- As the education team grows, mentor and develop team members to ensure professional growth and high performance.
- Collaborate with cross-pillar and cross-functional teams to ensure that education programs are well-integrated with the Endowment's overall strategies and initiatives to accelerate impact.
- Drive data-driven decision-making and continuously improve programs based on grant performance, evaluation findings and community feedback.

Communication and Reporting

- Regularly update the Vice President of Programs and Grants and senior leadership on the status and impact of the Endowment's education portfolio.
- Support the Endowment's communications team in sharing the story of the Endowment's impact on educational outcomes, including developing reports, presentations, and case studies.
- Ensure that the Endowment's education-related messaging aligns with the organization's brand and mission.

Qualifications

- At least 10 years of experience in education-related leadership roles. Knowledge of public policy related to education and education reform at the local, state, and national levels.
- Proven track record of ability to lead, guide and inspire teams and individuals at all levels, leveraging influence rather than formal authority when applicable.
- Strong strategic and analytical abilities to drive innovation and scale impact.
- Demonstrated experience in cross-sector collaboration, including working with educational institutions, nonprofits, government agencies, and community organizations.
- Strong awareness of and respect for cultural differences and a commitment to creating equitable educational opportunities for all community members.
- Exceptional written and verbal communication and relationship-building skills, with the ability to present complex information and engage diverse community members and key partners effectively.
- Strong executive presence with the ability to earn trust and respect across diverse interests and points of view.

- Advanced degree in a relevant field (e.g., education, public policy, nonprofit management), or commensurate experience in education leadership or education-related philanthropy.

Other Attributes

- A passion for education, with a deep commitment to fairness, access, and opportunity for all.
- Strong emotional intelligence and interpersonal skills.
- Ability to foster a collaborative, inclusive, and transparent working environment..
- A track record of driving innovation and creative problem-solving.
- Results-driven, with a focus on achieving measurable improvements in educational outcomes.
- Familiarity with the New Hanover County area and a commitment to understanding the unique challenges and opportunities in the region will be a plus.
- Proven ability to navigate complex systems and drive collaboration across sectors.

Compensation

Competitive salary in the range of \$150,000 to \$175,000, commensurate with experience. Benefits package includes health insurance, retirement match, paid time off, professional development opportunities, and more.

To Apply

Send your cover letter and resume to careers@theendowment.org and add "Education Director" to the RE line. No recruiters' fees will be paid or solicited for this position. We regret that the volume of applications will prevent us from the courtesy of individual acknowledgment. Candidates who progress in review will be contacted directly.

The New Hanover Community Endowment welcomes applications from people of all cultures, backgrounds, and experiences, and values having a diverse staff. Employment opportunities are based upon individual capabilities and qualifications without regard to age, color, disability, marital or parental status, national origin, race, religion, sex, sexual orientation, gender identity, veteran status or any other legally protected status as established under law.