



DIRECTOR OF TALENT

Hire date: early 2020

ABOUT BREAKTHROUGH CENTRAL TEXAS

Founded in 2002, Breakthrough is a postsecondary access and completion nonprofit with the mission of supporting students to become first-generation college graduates. We start our partnership with students and their families early, in middle school and high school, and make a commitment to helping the student realize their goals of a postsecondary degree. By combining out-of-school learning experiences, advising, and a long-term commitment, we help students overcome barriers to success in the secondary and higher education system. We are student-centric, believing firmly in the potential of all students. We are committed for the long run, helping our students navigate the transition from middle school to high school to postsecondary institutions with a comprehensive and individualized approach to supporting their path to academic success. Breakthrough's programs and services are effective and based in the evidence of research and in the lived experience of our students. Currently, Breakthrough Central Texas annually serves close to 2,000 students across the Austin region and in colleges across the country.

Breakthrough Central Texas is proud of the many, diverse students who work hard in school and participate in Breakthrough. Credit for their success goes first and foremost to the students and the family members who support them every day. While Breakthrough participants are consistently outperforming their peers in on-time high school graduation, postsecondary enrollment, and postsecondary degree and certificate attainment, the organization recognizes that more needs to be done to improve its programs and services. With a recently completed strategic plan, the organization's new north star is to end the inequity in college attainment rates across the entire Austin region. To reach that goal, Breakthrough is growing its core model to serve approximately 3,000 students in Central Texas by 2025 and it is investing in new strategies to expand its impact even further.

WHY WORK AT BREAKTHROUGH CENTRAL TEXAS?

By working for Breakthrough Central Texas, you will help students achieve their dreams of success and receive the high-quality education they deserve. Breakthrough is an organization committed to its students and recognizes that our greatest resource to support them is our dedicated and talented staff. If you believe all young people deserve the opportunity to achieve postsecondary success and you desire to work at an organization committed to its employees and building the strongest team culture anywhere, then join us!

ABOUT THE DIRECTOR OF TALENT ROLE

The Director of Talent will oversee and guide Breakthrough's practices of talent acquisition, retention, development, and performance for full-time staff, AmeriCorps Members and volunteers. The Director will have a strong focus on improving the systems that allow talent at all levels to access and thrive in the Breakthrough community. The Director will develop new hiring systems to improve and streamline practices of recruitment, mutual vetting, and onboarding, while also playing a significant role in ensuring access to high quality professional development for individuals across the organization. In addition, the Director of Talent will supervise a team comprised of the AmeriCorps and Volunteer Manager and an AmeriCorps member who serves as a volunteer recruiter. The Director will support the organization's AmeriCorps program in the hiring, onboarding, and professional development of 21 year-round members and 172 summer-time members. Lastly, the Director of Talent will oversee the success of Breakthrough's volunteer program.

With an eye to the talent and competency of staff, AmeriCorps members, and volunteers, the Director of Talent will have a significant role in ensuring Breakthrough's programs and services are effective and impactful. The team under the Director's charge will likely grow in future years to add capacity to the talent services offered to staff, AmeriCorps members, and volunteers at Breakthrough. The Director will report to and serve as a critical partner to the Chief Operations Officer. To achieve the above the Director of Talent will:

- Develop sustainable talent acquisition and hiring plans and strategies, including robust recruitment practices to source candidates qualified for open positions

- Design, plan, and execute selection processes, including tools for mutual vetting such as interviews, performance assessments, and references
- Develop employee retention programs with an eye to professional development and building/maintaining a healthy culture
- Act as an employee champion and change agent by anticipating HR-related needs and delivering value added services for the benefit of the employees
- Provide a critical leadership role in Breakthrough's diversity, equity, and inclusion strategies and practices
- Oversee onboarding and team-building efforts of professional staff and year-round AmeriCorps members
- Manage and support the AmeriCorps and Volunteer coordinator to recruit and hire year-round and summer-time members and serve as the organization's program contact for AmeriCorps and the state agency, One Star
- Manage and support the AmeriCorps and Volunteer coordinator to recruit, intake, place, and evaluate volunteers who engage in Breakthrough's programs and services
- Along with members of the Leadership Team, research, recommend, and deliver appropriate professional development and training programs
- Support the Chief Operations Officer to ensure compliance to and best practices in human resource legislation, policies, and procedures

ABOUT YOU

- Strong commitment to the mission and values of the organization
- Bachelor's degree required, preferably in Human Resources, Business Administration, or the equivalent
- Extensive experience, likely 5 years or more, in leading the talent, human resource, and culture practices of nonprofit or mission-driven organizations
- Desired experience in leading or supporting high-quality volunteer programs and/or AmeriCorps programs
- An ability to develop and improve systems for greater efficiency and effectiveness
- An ability to supervise and evaluate the work of others
- A commitment to growth mindset, to believe that people can develop the skills, knowledge, and abilities to achieve their aspirations
- A commitment to social justice and racial equity and to deepening understanding of power and privilege
- A strong competency in and a commitment to leading diversity, equity, and inclusion work
- A strong desire to learn and grow, with a humility to their own competencies, identity, and positionality
- Excellent verbal, written, and visual communication skills and technology skills
- Ability to work both collaboratively as part of a team effort and independently with minimal supervision
- Willingness and ability to take initiative as appropriate
- Highly organized with the ability to multi-task and deliver commitments in a timely manner, with exceptional attention to detail

COMPENSATION & BENEFITS

- Competitive annual salary, commensurate with experience and qualifications
- Health, dental, and vision insurance; Breakthrough pays 100% of employee premiums
- Optional 401K plan available
- Generous PTO and leave policy

TO APPLY

Please submit resume, and a cover letter via e-mail at openings@breakthroughctx.org. Please reference the position you are applying for in the subject line. Breakthrough Central Texas is committed to a policy of equal treatment and opportunity in every aspect of its relations with its applicants, staff members, and families, without regard to race, color, ethnicity, religion, gender identity/expression, sexual orientation, national origin, disability, age, military status, pregnancy, or parenthood.

Breakthrough Central Texas is an equal opportunity employer and an organization that values diversity. People from all backgrounds are strongly encouraged to apply.