

### Position Summary

The Director of Education, a newly created position, will lead New England Science & Sailing Foundation (NESS) to the forefront of innovation in education and positive youth engagement with a unique combination of traditional and informal education experience, demonstrated leadership and management skills, and a passion for positively impacting students' lives. New England Science & Sailing Foundation (NESS) is an ocean adventure education nonprofit that engages students in experiential learning to build confidence, teamwork, and leadership skills. Marine sciences, sailing, adventure sports, and powerboating serve as platforms for inquiry-based learning, transformational personal discovery, teaching respect and responsibility for the sea, and fostering connections with the community. NESS serves primarily schools (Pre-K-12), families, and organizations with a broad range of high-quality, year-round, inclusive programs both on and off the water that blend an innovative curriculum with exciting ocean adventure activities. NESS operates in multiple locations and serves over 6,000 students each year. This position will further solidify and advance NESS's strategic direction and education philosophy of student-centered, inquiry-based learning.

Success directly contributes to NESS achieving its long term strategic goal of financial sustainability and fulfilling its mission of building brighter futures through ocean adventure education. This is an opportunity for an outstanding individual to lead a dynamic staff, serving NESS's students with innovative programming. As an experienced, respected professional, the Director of Education will have an impactful role on an award-winning team in a rapidly growing organization. This full-time, year-round position reports to the Executive Director.

### Duties and Responsibilities

- **Strategy** – Articulate and advance NESS's education philosophy; help validate NESS's business model; espouse growth mindset principles; survey other organizations and apply best practices to NESS; assess the impact of technology on the delivery of education.
- **Program Management** – Drive and oversee curriculum development, program development, and implementation of all educational programs at all locations.
  - **Curriculum Development** – Lead NESS to next generation curriculum that is difficult to replicate in the classroom; formalize curriculum development process; foster innovation.
  - **Instruction** – Outline vision for excellence in instruction and plan to realize it; institutionalize NESS's instructional philosophy and techniques.
  - **Program Facilitation** – Manage development and implementation of high quality programs; support program consistency across educators and locations.
  - **Program Evaluation** – Oversee both process and outcome evaluation efforts; measure outcomes; analyze and report data; use results to inform program design; institutionalize Program Quality Assessment.
- **Location Management** – Oversee current satellites as well as expansion of satellite locations.
- **Relationship Management** – Develop and nurture relationships with partner organizations, especially schools; focus on partner and customer needs; serve as NESS ambassador.
- **Staff Evaluation and Professional Development** – Manage staff of 11 year-round professionals; develop and implement comprehensive staff assessment and professional development strategy to increase educator proficiency and effectiveness; ensure program staff are at cutting edge of adventure STEM instruction.
- **Administration** – Develop and manage budget.

## Requirements

- **Education/Certifications/Experience**

- Advanced degree in Teaching, Educational Leadership, or Science
- 10+ years of program management and implementation experience
- Combined 10+ years of classroom teaching and management experience
- Substantial professional experience leading and managing teams
- Teaching certification desirable
- Extensive experience with positive youth engagement activities
- Substantial experience and proven track record of developing and implementing outcome measurement and program quality assessment tools with excellence in staff evaluation and assessment

- **Skills/Knowledge**

- Proven leadership skills, including setting and accomplishing goals and managing teams
- Ability to think analytically, strategically, out-of-the-box, and long term
- Strong personnel management, selection, mentoring, and development skills
- Knowledge of Common Core, Ocean Literacy, and Next Generation Science Standards
- Strong culture of safety, environmental stewardship, and customer service
- Skills in student-centered, inquiry-based learning
- Ability to relate well to and build relationships with teachers, administrators, and fellow staff
- Excellent oral and written communication skills
- Strong organizational and time management skills
- Proficiency in Microsoft Word, Excel, Outlook, PowerPoint

Compensation commensurate with experience and includes comprehensive benefits package

## **NESS is an Affirmative Action/Equal Opportunity Employer**

Please send cover letter and resume to: Cindy Nickerson, Executive Director, [cnickerson@nessf.org](mailto:cnickerson@nessf.org).