



Position Description

Position: Partner

Reports to: Chief Executive Officer

Location: Denver/Boulder, CO (potential for operating remotely in either Chicago or NYC)

Background

The Charter School Growth Fund (“CSGF” or “the Fund”) is a non-profit venture fund that was founded by leading national philanthropists in 2005. Its mission is to provide philanthropic venture capital to expand the highest performing charter school operators across the nation that are producing outstanding academic outcomes for underserved students. CSGF accomplishes its mission by providing the financing, business planning support, coaching and resources that its portfolio members need to build self-sufficient networks of high-performing schools.

CSGF invests in charter school management organizations (“CMOs”) that deliver great results and are capable of achieving long-term sustainability on public revenues. The Fund’s grant-and-loan financing packages are designed to enable these organizations to dramatically expand their capacity to serve more low-income and other high-need students and extend their impact to more communities.

CSGF currently has more than 30 portfolio members serving over 100,000 students who are 91% minority and 75% low-income. All of CSGF’s current portfolio members exceed their local districts’ academic performance, and many have closed the “achievement gap” between their students and their more affluent peers. Collectively, these portfolio members are growing their enrollment at about 30% per year, and have the chance to change dramatically the outcomes for students in their communities.

Opportunity

CSGF is seeking a new Partner to join its dynamic and growing organization. The right candidate will have a strong strategic and operating background coupled with financial and analytical acumen, superior communication, problem solving and partnering skills, and the ability to hit the ground running in an entrepreneurial setting. The ideal candidate will have significant experience in leading or working with high-performing, multi-site organizations, specifically in leading them or helping them scale with quality. While candidates need not have professional experience in K-12 education, they must have a fundamental interest in and commitment to bold education reform.

The new Partner will join a small, nimble, highly talented investment team that has deep business, venture capital, and philanthropic experience. As part of this high-performing team, the new Partner will help identify, invest in and support the scale-up of some of the most successful CMOs across the nation, with specific responsibility for developing and managing our investments on the East Coast.

Responsibilities

The Partner will work directly with a portfolio of high-potential CMOs in developing viable, thoughtful business plans which map out the academic, operational and financial strategies for the organization’s growth and long-term sustainability. The Partner will also support current portfolio members in the ongoing implementation of approved plans, including engaging deeply with boards and serving as a conduit of resources, information and counsel for the senior level management team of the organization. Specific responsibilities include:

- Managing the relationships with the board and senior management team of each portfolio CMO;
- Leading investment due diligence and decision-making processes and making an average of 2-5 new investments per year;
- Overseeing a small investment team to include an Associate and/or Analyst;
- Working with the CEO/other partners to provide overall firm leadership and management; and
- Traveling to work with portfolio members, conduct due diligence and school site visits. Partners typically spend 25-33% of their time in the field with CSGF’s portfolio members.



Qualifications

There are a variety of professional backgrounds that could parlay into the broad skill set required of the Partner role. The Partner should have the following:

- Ten or more years of professional work experience, with significant senior management experience (e.g., P&L responsibility, portfolio management, or business development);
- Experience working in a start-up, entrepreneurial, and/or fast-paced environment;
- A track record of successfully leading people and teams;
- Experience in consulting, investment management, venture capital or private equity or a similar role in which advising clients on strategies for growth and sustainability was a requirement; and
- An advanced degree, preferably an MBA or JD.

In addition to the qualifications mentioned above, there are a number of soft skills that are critical to success in this role. Ideally, the Partner will have:

- The energy and perseverance necessary to find opportunities for high-leverage investments, and the judgment and organizational savvy required to assess the probability of success of the ideas, the people, and the organizations to implement them;
- The sensitivity and maturity to provide useful advice, counsel and networking resources to education reformers who have deep experience on the front lines;
- Solid strategic-thinking, communication and creative problem-solving skills;
- Proficiency in developing and analyzing financial projections;
- Immediate ability to interact with the leadership teams of charter operators and assess strategic plans, financial models and growth projections;
- The executive presence, composure, and professionalism to inspire confidence among the organization's partners and investors;
- The drive to do whatever it takes, regardless of circumstances, to fulfill responsibilities and to achieve results; the ability to remain calm even when faced with unexpected challenges; and
- Capacity to work as part of a collaborative team within a small organization that is dynamic and growing.

Personal Qualities - CSGF Core Values

- **Results.** We work relentlessly to create efficient, measurable, and sustainable results. We strive for excellence and pursue our mission tenaciously. Candidate should have the ability to work in a self-directed manner in a fluid environment where flexibility and tenacity are required.
- **Entrepreneurship.** We embrace calculated risks and new approaches. We have an entrepreneurial spirit that welcomes innovation, diversity of ideas, and risk. Candidate should be willing to question conventional wisdom and think independently.
- **Integrity.** We are truthful, fair, and trustworthy in all aspects of our work. We hold ourselves and our partners to the highest ethical standards.
- **Respect.** We appreciate the challenges faced by education entrepreneurs and recognize the limits of our own knowledge. We understand that our ultimate success is dependent upon the achievements of our partners.
- **Teamwork.** We value each of our team members as individuals but believe that we achieve the greatest results by working together. We willingly sacrifice individual interests and recognition for greater collective impact. Candidate should have a great sense of humor and enjoy being a team player.

Compensation

Compensation is commensurate with experience and education. CSGF offers a very competitive benefits package and this position is eligible for an incentive bonus.



Application Instructions

If you are interested in this opportunity, please send a resume and cover letter via email to:

Kevin Hall, CEO
Charter School Growth Fund
jobspartner@chartergrowthfund.org

Additional Information - Charter School Growth Fund

In its first fund ("Fund I"), CSGF raised over \$86 million for its growth fund from a small number of leading national foundations. In Fund I, CSGF invested in over 20 portfolio members that are on track to serve an additional 100,000 students by 2015. Members of CSGF's portfolio were selected from over 350 applicants and are among the highest performing school operators in the nation.



Based on the success of its portfolio and investment track record, CSGF launched a second fund ("Fund II") in late 2010 that will invest in 40-45 new and existing CMOs to enable them to serve an additional 225,000 students over the next several years. Since launching the new fund, CSGF has secured over \$130M of new commitments (over 80% of its five-year, \$160M target) from a small number of prominent foundations and high-net-worth individuals that will be invested over the life of Fund II.

In addition, CSGF recently launched new state funds in Florida and Tennessee that are public/private partnerships designed to develop a set of high-performing CMOs that can expand and serve more students in those states. CSGF's two state funds will invest an additional \$45M in 10-12 CMOs to help launch 50 new schools to serve approximately 25,000 students in Tennessee and Florida.

CSGF is governed by a board of prominent philanthropists and investors committed to the belief that outstanding charter schools can help transform K-12 education in our country to better serve all students.

*The Charter School Growth Fund is an equal opportunity employer.
We encourage diverse applicants to apply.*

For more information, visit www.chartergrowthfund.org.