



Board of Education of the City of St. Louis
CAREER OPPORTUNITY

Position Title:	Director of Talent
Payroll/Personnel Type:	12 Month
Job #:	8664
Reports to:	Chief Human Resources Officer
Shift Length:	8 Hour Day
Union Eligibility:	Not Eligible

Position Summary:

The Director of Talent sets and executes on a compelling vision and strategy for talent across the District. Reporting to the Chief of Human Resources, this person manages a team and is responsible for the following workstreams: recruitment and selection, retention, culture and climate surveys, and professional development for talent practices for school leaders.

Essential Functions:

- Sets compelling vision for talent across the District and invests team and relevant stakeholders in achieving vision
- Develops and implements effective strategic plan to ensure all talent workstreams are effective
- Leads team to ensure effective implementation of all strategic and operational workflows
- Designs effective strategies and solutions to address talent gaps in all areas across the District
- Collaborates with all relevant stakeholders in the implementation of strategic initiatives
- Ensures effective recruitment and selection strategies, through the recruitment and selection team, to ensure hiring managers have high-quality, diverse pools of candidates and that hiring managers are highly-satisfied with the overall recruitment and selection function
- Supports, through leadership development team, effective strategy for leadership pathways, development, and recruitment such that all schools have strong pools of candidates for all aspiring leader roles
- Leads cross-departmental work to ensure retention of high-performing employees across all levels of the District
- Working with the Director of Performance Management, designs and implements an effective framework for competencies that inform selection, evaluation, retention, and promotion, and monitors implementation to ensure fidelity across the district
- Aligns talent systems to key academic systems to create continuity across hiring, development, promotion, and other key talent functions
- Works collaboratively with Academic Department, specifically with network superintendents and the Deputy Superintendent of Academics, to ensure talent functions align with academic priorities and academic needs in schools
- Develops, in collaboration with the District's equity committee, comprehensive strategy for the implementation of talent processes, practices, policies, etc. that are aligned to equitable processes and equitable outcomes
- Manages the implementation of the District's culture and climate survey system to ensure all leaders have data to support their understanding of and improvement of school and/or District culture and climate
- When appropriate, fundraises and creates partnerships to support the work of talent development across the District



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Knowledge, Skills, and Abilities:

- Highly visionary, with a belief that all children and adults are capable of greatness
- Deep understanding of how systems operate and how to lead change efforts internally
- Compelling communicator with the ability to invest key stakeholders in prioritized work
- Effectively collaborative, working across teams at various levels of the organization to ensure effective implementation of strategic priorities
- Deep understanding of equity, especially in an educational context
- Highly self-aware of identity, biases, and characteristics and how those impact one's own leadership
- Deeply committed to growing and accepting feedback with a demonstrated track record of receiving feedback well and implementing feedback effectively
- Effective leader of leaders with the ability to develop one's own direct reports while creating a highly-functional and effective team
- Deep understanding of academic systems related to performance, development, and evaluation
- Deep understanding of all talent workstreams related to role

Experience:

- Minimum of five years of school and/or district leadership with a proven track record of results
- Experience leading and developing adults
- Experience leading talent work in a comparable setting
- Experience in a public, urban school district (preferred)

Education:

- Master's Degree (required)

Physical Requirements:

- Must be physically able to operate a motor vehicle
- Must be able to exert up to 10 pounds of force occasionally, and/or a negligible amount of force constantly to lift, carry, push, and pull or otherwise move objects, including the human body
- Light work usually requires walking or standing to a significant degree

Working Conditions and Environment:

- Work is routinely performed in a typical interior/office environment
- Very limited or no exposure to physical risk

Disclaimer:

The information contained in this job description is for compliance with the Americans with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.

Review/Approvals:



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Employee Date Immediate Supervisor Date

Human Resources Date

In connection with hiring for this position the district shall not discriminate against any employee or applicant for employment because of race, religion, color, sex, sexual orientation, age, disability, veteran status or national origin.