



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

Position Title:	Grow Your Own Coordinator
Payroll/Personnel Type:	12 Month
Job #:	8880
Reports to:	Director of Talent
Shift Length:	8 Hour Day
Union Eligibility:	Not Eligible

Position Summary:

The Grow Your Own (GYO) Coordinator works collaboratively on the Talent and Acquisition Team to ensure that all District vacancies are filled with effective, mission-driven employees. Reporting to the Director of Talent, the Grow Your Own Coordinator will manage a portfolio of candidate pipelines, work aggressively with local partners to build strong relationships, support Talent and Acquisition Team operations and strategy, ensure effective selection practices and processes, and proactively recruit talent to the District. The Grow Your Own Coordinator is resourceful, self-sufficient, and demonstrates an unwavering commitment to the success of all schools and District departments.

Essential Functions:

- Along with the Director of Talent, sets compelling vision for recruitment and selection across the District
- Manages a portfolio of strategic talent pipelines, including certifying partners, local universities, community organizations, and online platforms in order to build sustainable sources for District positions
- Create a system for evaluating the effectiveness of GYO strategies and or/activities
- Develop a tracking system for enrollment, placement, and retention of GYO candidates
- Analyzes data, prepares detailed reports, and makes strategic recommendations based upon research and data
- Expand current GYO Programs to encompass a variety of high need areas and specifications
- Submit spreadsheets and accurate financial documentation for payment of GYO Programs
- Provides training and support on instructional strategies to teachers in the Pipelines
- Proactively builds relationships with partners, candidates, and hiring managers in order to foster effective talent practices and partnerships across the District
- Design 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 to ensure hiring managers have high-quality, diverse pools of candidates
- When appropriate, fundraises and creates partnerships to support the work of recruitment and selection across the District
- Studies and attends trainings and conferences to stay abreast of industry trends and best practices
- Creates recruitment and selection materials, project plans, and other relevant deliverables that demonstrate a high degree of professionalism
- Empowers hiring managers and works in service of hiring managers across the District to ensure hiring managers have access to top talent
- Works collaboratively on cross-departmental teams, as necessary, to ensure effective implementation of strategy talent work across the District
- Completes all other duties as assigned



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Knowledge, Skills, and Abilities:

- 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
- Strong connector with people from various backgrounds; able to understand others' needs and motivations and to tailor messaging and communication to the needs of individuals
- Highly visionary, with a belief that all children and adults are capable of greatness
- Able to operationalize strategy with a high level of precision and efficiency in order to achieve ambitious achievement targets
- Ability to understand through observation the instructional needs of students
- High level knowledge of instructional strategies and practices
- Knowledge in differentiated instruction according to specific staff and student needs
- Self-starter with a high degree of personal ownership for achieving results
- Ability to show proven student growth through effective instructional strategies
- Quick learner who anticipates barriers and plans effectively to navigate challenges
- Deep understanding of how systems operate and how to manage change efforts internally and externally
- Compelling communicator with the ability to invest key stakeholders in prioritized work
- Effectively collaborative, working across teams at various levels of the organization and with various external partners to ensure effective implementation of strategic priorities
- Deeply committed to growing and accepting feedback with a demonstrated track record of receiving feedback well and implementing feedback effectively
- Demonstrated understanding of how talent impacts academics and the overall flourishing of an organization
- Highly efficient and resourceful, with the ability to turn around deliverables, reports, and projects on tight deadlines
- Strong oral and written communication skills that demonstrate a high degree of professionalism, efficiency, and precision
- Exceptional technology skills, including the skills necessary to analyze data, prepare reports, create communication materials, organize web-based events and presentations, coordinate calendars and logistics, etc.
- Able to achieve the functions laid out above with a high degree of autonomy; able to translate vision into action and to prepare high-quality materials and projects without extensive oversight

Experience:

- Demonstrated track record of achieving ambitious results in any setting (required)
- Demonstrated track record of being highly reliable and professional (required)
- Five years of school and/or district instructional work experience with a proven track record of results (required)
- Served on a committee/board designed to increase teacher retention (required)
- Experience in at least one of the following talent work stream areas: recruitment, selection, or development (required)
- Experience in an urban school setting (preferred)



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Education:

- Master's Degree (required)
- Valid Missouri Teacher Certification (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
- Must have a valid driver's license and reliable transportation

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:

_____	_____	_____	_____
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.