



ST. LOUIS TEACHER RESIDENCY

Position Announcement: Director of Talent Recruitment

Job Description

The Director of Talent Recruitment is responsible for recruiting highly skilled and diverse candidates who possess the skills, knowledge and dispositions to effectively serve students in St. Louis public schools. This position reports to and works closely with the Executive Director in order to ensure that all students in St. Louis have access to a high-quality, well-prepared teacher.

The start date for this position is May 14, 2018.

About Us

OUR MISSION

Launching in fall 2018, St. Louis Teacher Residency (STLTR) recruits, trains, and supports high-quality teachers who are committed to the city's public schools. Through a model of rigorous clinical preparation, St. Louis Teacher Residency prepares aspiring teachers who are capable of accelerating student achievement from the moment they enter the classroom as a teacher of record.

St. Louis Teacher Residency is designed as a two-year program, leading candidates to earn their Missouri teacher certification in the areas of elementary or middle school language arts, math, or science at the end of their initial apprenticeship year. In the second year, candidates become a lead teacher-of-record in their partner school while continuing to pursue their Master's degree with our university partner.

CORE BELIEFS

In steadfast support of our teachers, and the students, families, and communities they serve, St. Louis Teacher Residency is founded upon and committed to three core beliefs.

- Every student in St. Louis deserves an effective teacher.
- Great teaching results from an understanding of theory, intensive practice, and an ongoing commitment to excellence.
- Teachers thrive in a supportive and joyful professional community, which encourages critical feedback and reflection.

IMPACT

By training teachers specifically for an urban classroom and context, STLTR plays an integral role in eliminating the educational inequity that persists in the St. Louis region along economic and racial lines. Additionally, STLTR will work to address the teacher shortages in St. Louis by scaling from an initial cohort of 30 teachers in 2018 to a cohort of 90 teachers in its fifth year of operation. In this way, STLTR will impact almost 2,500 new students in each year of operation, with program graduates teaching in 255 high-needs classrooms by year five.

Position Responsibilities

- Recruit highly skilled and diverse candidates to the residency program.
- Contribute to the residency program's overall marketing, outreach, and communications campaign to support recruitment efforts.
- Oversee and manage a rigorous selection process for residents.
- Identify and establish a strong local presence for the program through attending and presenting at events and building relationships with key organizations and publications.
- Network with professors, key members of local organizations, and community leaders to promote residency program.
- Plan visits and information sessions to educate candidates and other key stakeholders about the residency program.
- Provide high-touch recruitment support to candidates to assist in the application process.
- Utilize data to continuously improve marketing and recruitment outcomes.

Characteristics and Qualifications:

- An understanding of St. Louis Teacher Residency's mission and an unwavering commitment to fulfill it.
- A self-starter interested in working in a fast-paced, startup environment that requires flexible roles.
- A high level of personal integrity and professionalism.
- An unwavering commitment to high academic achievement and high expectations of all students.
- Awareness of and comfort with issues of diversity, specifically relating to race class, and gender; ability to engage in and facilitate discussions about diversity, equity, and inclusion.
- Openness to receive feedback on issues that will facilitate professional growth.
- Experience working with at-risk, urban student populations *required*.
- Minimum of 5 years of relevant professional experience in the field of education.
- Marketing or public relations experience *preferred*.
- Master's degree *required*.

To Apply: Please send a cover letter and resume to the attention of Laura Vilines, our Executive Director, at talent@stlteacher.org. In the subject line, please enter: "Director of Talent Recruitment: Application Materials."

Compensation: Compensation and benefits packages are highly competitive.

Learn More: Questions about the role? Visit our website: www.stlteacher.org or contact us at talent@stlteacher.org.

St. Louis Teacher Residency does not discriminate against any employee or applicant for employment on the basis of race, religion, creed, gender, gender identity, sexual orientation, national origin, color, age, disability, or any personal characteristic protected by applicable law.