

<b>Job Title:</b>	Senior Advisor, Male Teachers of Color Initiative
<b>Grade Level/Terms of Employment:</b>	Grade 133 / Twelve-month (260 days) contract position with excellent benefits
<b>FLSA Status:</b>	Exempt
<b>Work Location:</b>	Talent Office
<b>Immediate Supervisor:</b>	Chief Talent Officer

**General Description:**

The Senior Advisor, Male Teachers of Color Initiative is responsible for ensuring that Richmond Public Schools’ (RPS) resources and professional development opportunities are aligned to support male teachers of color. The Senior Advisor leads this work by designing and leading a comprehensive strategy that will enhance recruitment, development, and retention of male teachers of color. The Senior Advisor is responsible for ensuring that projects within the portfolio are aligned, effectively planned, thoughtfully communicated, and well-executed.

**Essential Duties and Responsibilities:**

- Develops a comprehensive plan that leverages RPS’ resources and supports to increase the recruitment, development, and retention of male teachers of color through initiatives such as:
  - A mentoring program for new male teachers of color
  - Ongoing professional development for veteran male teachers of color
  - New teacher orientation session highlighting networking and professional development opportunities for male teachers of color
  - School-site retention strategies for male teachers of color
  - Local and national recruitment for male teachers of color
  - Ongoing focus groups/surveys to inform Talent Office decision-making
- Coordinates with and communicates plans across the organization to support male teachers of color
- Establishes relationships and coordinates with external partners, as needed, to support male teachers of color
- Creates and leads an annual gathering that celebrates the accomplishments of male teachers of color and new teachers/their mentors
- Utilizes an equity and learning lens
- Performs other duties as assigned

**Qualifications:**

- Master’s degree in Education or Educational Administration
- Prior teaching experience, preferably in a large urban school district
- Outstanding interpersonal and teamwork skills, and strong organizational skills, including keen attention to detail
- Ability to learn quickly, work in a fast-paced environment, and multi-task effectively
- Prior work in leading adult learning for measurable project outcomes preferred

**GENERAL DEFINITION AND CONDITIONS OF WORK:** Performs administrative work in the coordination and supervision of human resources activities. Work requires frequent

standing, sitting, walking and light lifting up to 10 pounds. Effective verbal and written communication skills for expressing or exchanging ideas, hearing to perceive information at a normal spoken word level and visual acuity for preparing and analyzing written or computer data.