



Organization: Education Resource Strategies

Education Resource Strategies is a non-profit strategy consulting firm that works with large urban public school systems. We are transforming education by helping leaders strategically use resources to improve student learning. Today's schools face the unprecedented challenge of dramatically raising their performance while weathering the most severe economic downturn in generations. Districts have two choices: do less with less, or take dramatic steps to create a transformed system that generates better results. We are the only organization in the country with over 10 years of experience collaborating with the largest urban districts in this important area of strategic resource allocation.

Job Description: Principal Associate

The ideal Education Resource Strategies Principal Associate has strong and proven analytical skills, including proficiency in or the desire to master supporting tools such as Excel and SQL, enjoys the interpretation of data, and thinks strategically.

ERS is a small organization with a strong professional learning community. As such, we place teamwork, initiative and a desire to learn and grow at a premium. While experience in the education sector is not required, a passion for improving the educational experience for all students is!

An ERS Principal Associate typically works on two project teams at a time. The typical engagement usually runs for most of the school year, and our client is most often the Superintendent and his or her direct staff. While all client engagements are unique, most engagements require intensive data collection, analysis, and mapping as well working with the client to understand the implications of the work and to develop leveraged strategies and solutions to address the highest impact implications. The Principal Associate will be responsible for leading the analysis, including supervising one or two analysts, summarizing conclusions from the data, and developing client presentations and reports. Depending on the size and complexity of the project the Principal Associate may also be responsible for managing the day-to-day project needs, reporting to the Project Director. ERS's inclusive and collaborative approach to project teams ensures that Principal Associates will have the unique opportunity to participate in meetings with Superintendents and other district leaders. All ERS staff members are expected to participate in the ERS' internal and external knowledge management through practice area development, writing articles for publication, and supporting the development of client decision-making tools.

Responsibilities include:

- Actively participating as a member of ERS project teams, and supervising one or more analysts
- Leading well defined sections of project work, including:
 - Actively contributing to the design of the analysis
 - Owning well defined analyses from start to finish
 - Planning, executing and communicating results with limited supervision
 - Drawing implications and conclusions from analyses
 - Producing client ready documents and presentations
 - Assisting in developing and managing the project work plan
- Develop tools, products, and papers for publication and dissemination
- Participation in client meetings and presentations
- Some travel is required, usually averaging one to two overnight trips per month

Qualifications:

- Masters degree (MBA, MPP, MPA or Education) required
- 3-4 years experience in strategic consulting, quantitative analysis or other comparable management field with a strong emphasis on strategy & analytics

- Some project management experience, strong management and leadership skills
- Proven analytic and strategic capability
- Excellent written and oral communication skills
- Experience in education or education reform a plus but a passion for improving urban education systems is required
- Expertise with Microsoft Excel and PowerPoint required, and Microsoft Access and SQL preferred

Contact: Interested in becoming an ERS Principal Associate? Please submit your resume and cover letter to Julie Derderian: jderderian@erstrategies.org.