



Job Title: Executive Director

Organization: New York Alliance for Early College Pathways (NY4ECP)

Location: New York State, USA

About NY4ECP: The New York Alliance for Early College Pathways (NY4ECP) is a newly-established, cross-sector coalition dedicated to dramatically increasing the number of students with access to high-quality Early College Pathways across the state of New York. Among other promising outcomes, [NY4ECP's recent report](#) highlights that students who took college courses across a series of Early College Pathways while still in high school were more likely to graduate "on time" from both two-year and four-year degree programs compared to students who did not. The Alliance believes that increasing access to Early College is key to promoting college and career success and closing equity gaps.

The Alliance approaches this important work in three ways:

- **Collective Impact:** building and activating a powerful, energized coalition of cross-sector partners across the state
- **Capacity Building:** educating and advocating for sufficient, sustainable, and predictable funding and policy conditions that are conducive to the growth of high-quality Early College
- **Policy Conditions:** supporting program quality through the growth of technical assistance, resources, and tools

NY4ECP is a New York-based affiliate of Empower Schools, a decade-old nonprofit that works in partnership with states, districts, schools and communities to support education innovation through sustainable, structural changes. Empower works in more than a dozen states. The NY4ECP ED will report to and work with Empower's Early College co-leads: Chris Gabrieli (Co-founder of

Empower Schools, Senior Advisor, and leader in the national Early College movement) and Carey Davis (Senior Director at Empower Schools).

The Opportunity: Early College Pathways are one of the most proven and promising approaches to help first-generation, Black, Latine, low-income and other historically underserved students succeed in college while shortening time and cost to degree attainment. There are more than 1,400 Early College programs across the United States, with multiple states developing robust programs to support continuing growth and success. While New York State is the birthplace of Early College and P-TECH and has led in pioneering over 100 of these successful Early College Pathway models across the state, New York has trailed other states in terms of lacking statewide enabling policies and sustainable funding for Early College Pathways.

The NY4ECP Executive Director leadership role comes at a key inflection point for Early College Pathways in New York, with investment from both local and national funders in the formation of the Alliance and plans for state leaders to take action on sustainable policy and funding. The NY4ECP Executive Director's work could prove to be central in turning promise into reality by helping catalyze and grow the number, scale and impact of Early College Pathway programs in New York to serve thousands more students, driving enduring policy change, and making a significant dent in educational inequity.

Position Overview: We are seeking an entrepreneurial and visionary founding Executive Director to lead NY4ECP through its formative stages and beyond. This individual will serve as the public face of the organization, cultivating relationships with a wide variety of stakeholders, securing funding, and advocating for policies that support Early College Pathways. The Executive Director will have a unique opportunity to shape the future of a growing field within the state and national education landscape by collaborating with leaders in their home state and national experts.

Key Responsibilities:

- Strategic Leadership
 - Execute the initial strategic plan to advance the organization's mission and goals. Build on and adapt the plan in real time for maximum impact.
 - Represent NY4ECP across New York State as a leader in the Early College Pathways and broader education ecosystem
- Stakeholder Engagement
 - Build and maintain relationships with Early College practitioners, educational institutions, funders, policymakers, advocacy organizations, civic and business leaders, and others to promote collaboration and support for Early College Pathways

- Maintain relationships with local, state and national allies, within Empower and across other partner organizations
- Development
 - Co-create a NY4ECP fundraising plan; lead NY4ECP fundraising plan execution
 - Lead fundraising efforts, including donor cultivation and special events, to secure financial support for the Alliance
- Advancing Early College Pathways
 - Raise awareness of Early College Pathways as a strategy to close equity gaps
 - Generate thought leadership through public appearances, opinion pieces and publications
 - Oversee the design and implementation of initiatives to support the success and growth of the field including addressing common problems of practice and opportunities for innovation
 - Develop advocacy strategies for the cross-sector coalition to advance policies and funding conditions that promote the growth of high-quality Early College Pathways
- Organizational Management
 - Hire a program associate; manage the program associate and 2 consultants
 - Provide strategic direction and oversight for eventual staff, volunteers, and consultants, fostering a high performing, collaborative and inclusive work environment
 - Establish and engage with a New York Advisory Board of civic, philanthropic, community and education allies and partners
 - Manage the organization's budget, ensuring fiscal responsibility and accountability in conjunction with Empower Schools leadership

Preferred Qualifications:

- Proven senior leadership in education, advocacy, nonprofit, or other related fields with a track record of success in advocacy, fundraising, and stakeholder engagement
- Knowledge of Early College Pathways and/or the landscape of public education in New York State. Experience in ECP is a plus.
- Exceptional relationship building and communication skills, with the ability to build consensus among diverse stakeholders
- Strong organizational and management skills
- Passion for educational equity
- Entrepreneurial and strategic orientation
- Alignment with [Empower Schools Values](#)

Salary and Benefits:

NY4ECP offers a comprehensive benefits package, including health and dental insurance, retirement benefits, parental leave, life and disability insurance, and flexible spending accounts. The salary range for this position will be \$150,000- \$200,000.

Application:

To apply, please submit a resume and cover letter to ny4ecp@empowerschools.org. Applications will be reviewed on a rolling basis with a priority application deadline of March 14, 2025.

We support equal opportunity and value building the diversity of our team as we grow. We seek individuals of all races, ethnicities, abilities, and creeds to support our organizations work and encourage individuals from historically underrepresented backgrounds to apply.