



About the Barr Foundation

The Barr Foundation's mission is to invest in human, natural, and creative potential, serving as thoughtful stewards and catalysts. As stewards, Barr nurtures and enhances vital community assets. As catalysts, the Foundation cultivates and advances the breakthrough ideas that will shape our collective future. Barr focuses on achieving impact as a constructive partner, willing to exercise leadership.

Based in Boston, the Foundation focuses regionally, and selectively engages nationally, working in partnership with nonprofits, foundations, the public sector, and civic and business leaders to elevate the arts and creative expression, advance solutions for climate change, and expand educational opportunity. Barr is one of the largest private foundations in New England with assets of more than \$1.7 billion and a 2018 grantmaking budget of \$85 million.

A set of core values defined by the Barr Foundation's founding trustees expresses beliefs about what constitutes effective philanthropy and guides how the Foundation carries out its philanthropic mission. The Foundation is committed to strive for excellence, act with humility, adopt a long-term perspective, and embrace risk. Additionally, while each program is guided by distinct priorities and goals, Barr embraces a common set of approaches in all aspects of its work, namely flexibility and nimbleness, a broad range of tools, knowledge and learning, openness and transparency, and active collaboration.

For more information on the Barr Foundation, please visit: www.barrfoundation.org

Barr's Education Program

Since its inception, the Barr Foundation has prioritized education as a principal area of funding. Since 2015, the program has worked across the New England region to support more students to achieve college and career readiness. While we work across the entire region, we prioritize areas with high concentrations of high needs students. Our program focuses on three strategic levers to transform the high school experience for students:

Catalyze New Models: Fuel fresh designs that fit local contexts and transform the high school experience, to put success within reach of all students.

Build Public Will: Engage parents and students, educators and civic leaders, and all residents as informed advocates for high-quality schools.

Invest in Educators: Develop the pipeline of diverse, skilled, effective teachers and school leaders who bring new educational models to life for their students.

POSITION DESCRIPTION:
Program Officer, Education
Location: Boston, MA

Program Officer Position

The Barr Foundation is seeking a Program Officer to work within the Catalyze New Models strategic lever. The goal of Catalyze New Models is to support the creation of a critical mass of high-quality, personalized secondary schools and programs that intentionally meet the needs of high needs high school students throughout New England. We partner with education and community leaders, researchers, policymakers, and advocates to understand, develop, and implement school models that expand the definition of student success; engage students through their interests; and empower students with the integrated knowledge and skills that connect all with college, career, and community. In support of this goal, our grants and activities have focused on:

- Deepening educator and stakeholder understanding of high-quality secondary schools through networking opportunities and exposure to new models through site visits.
- Supporting teams from districts and school networks to plan and design (or redesign) schools through the implementation of request for proposals, often partnering with intermediaries and technical assistance providers, and supporting ongoing communities of practice.
- Contributing to the knowledge in the field through the generation and dissemination of knowledge about school models by actively distilling insights and supporting new research.

This Program Officer will report to the Senior Program Officer for Catalyze New Models.

Key Responsibilities

Planning and strategy

- Support the Director and Senior Program Officer in developing grantmaking strategies that will have a strong impact in areas important to the Foundation.
- Contribute to assessment and modifications of strategy in response to new knowledge and serve as a thought partner on the Education Team.
- Maintain a wide breadth and depth of knowledge about the current trends, professional practices, and policies pertinent to the program.

Grantmaking

- Support the Senior Program Officer to identify potential grant opportunities related to Catalyze New Models. Evaluate new proposals, conduct site visits, actively assist organizations in improving the quality of proposals and activities.
- Manage active grants as assigned by the Senior Program Officer. Assess grantee progress and analyze and act on financial and programmatic reports.
- Draft internal documents and analyses for Foundation leadership and trustee consideration of funding proposals.
- Assist with the evaluation of grants or grant clusters in support of program strategy reviews and assist with dissemination of lessons learned.
- Respond to inquiries and proposals in the program area.

- Coordinate and collaborate with staff engaged in Build Public Will and Invest in Educators strategic levers as necessary.
- Engage in special projects to advance the goals of the education program as needed.

Field Engagement

- Develop and cultivate strong working relationships with grantees, outside advisors, experts in the field, public sector partners, and colleagues in philanthropy.
- Contribute to the team's knowledge by keeping abreast of current trends, emerging issues, policies, political landscape, influential leaders, and best practices.
- Under the direction of the Senior Program Officer, commission papers and program-related reports that broadly contribute to the Foundation's understanding of new approaches, best practices, and issues in education relevant to the program's interests.
- Under the direction of the Senior Program Officer, organize meetings and convenings of field experts to share best practices, encourage collaboration, and explore strategies for collective impact.
- Learn and provide leadership in the professional field through speaking engagements, writing, and use of social media.

Qualifications

- A commitment to education excellence and equity issues as demonstrated through a strong record of achievement with minimum of 5 years of relevant professional experience working in the nonprofit, public, or private sector in positions related to the Barr Foundation's Education Program.
- Subject matter expertise relevant to the program's strategies including knowledge of both evidence-based best practices and emerging innovation in program, school, and system design to support all students to achieve college and career readiness.
- The ability to analyze complex organizational and community conditions; understand policy, political and community dynamics; knowledge of organizational development.
- Exceptional quantitative and qualitative analytical skills necessary for identifying investment opportunities, assessing organizational health and capacity, supporting the design of initiatives, and evaluating proposals and outcomes.
- Demonstrated ability to think strategically and execute strategies as part of a team, including the ability to define program objectives, evaluate progress, and support management of projects through a complete lifecycle.
- Strong project, time, and budget management skills; an ability to thrive working under deadlines and handle multiple tasks without sacrificing attention to detail.
- A collegial spirit in sharing ideas and receiving feedback.
- Excellent writing and presentation skills, particularly in communicating with diverse constituencies in a variety of settings.
- Strong skills in Microsoft Office suite; familiarity with Salesforce or similar database programs would be an asset.
- Bachelor's degree required.



To Apply

Please visit www.barrfoundation.org/careers to apply for this position. Only applications submitted via this link will be considered. Applications for this position will be reviewed on a rolling basis, with applications strongly encouraged by January 31, 2019.

All inquiries may be directed in confidence to: Denise Gillespie, director of Human Resources, via email at: barrjobs@barrfoundation.org. This position offers a competitive salary with excellent benefits.

The Barr Foundation is an equal opportunity employer and seeks a diverse pool of candidates in this search.