



**REGIONAL EXECUTIVE
DIRECTOR
WASHINGTON, DC**



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IGNITING THE POTENTIAL OF YOUTH

BUILD's mission is to use entrepreneurship to ignite the potential of youth in under-resourced communities and equip them for high school, college, and career success.

BUILD's unique program offers students a four-year entrepreneurship experience designed to develop 21st-century skills and motivate student engagement in school. Starting in 9th grade, BUILD students work with their peers and community mentors to develop business ideas, pitch to funders, and launch real businesses. As students journey through high school and continue to grow their businesses, BUILD helps them explore college and career options and assists them with the college application process. Entrepreneurship is the hook – college, career, and life success is the goal.

The BUILD Program

- E1**
YEAR 1: BUILD ENTREPRENEURSHIP
Skill Acquisition
 - * Plan & launch a small business
 - * Discover personal strengths & passionsTeacher taught; in school; for-credit
- E2**
YEAR 2: BUILD EXPLORATION
Skill Development
 - * Grow a business or start a new one
 - * Explore college & career optionsTeacher facilitated; after school
- E3 | E4**
YEAR 3 & 4: BUILD EXPERIENCE
Skill Application
 - * Participate in expanded business &/or community internship
 - * Experience career options & navigate college application processBUILD facilitated; after school

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The BUILD model has demonstrated its ability to intervene powerfully in students' lives. Students who participate gain Spark Skills that are critical to success in 21st-century careers: collaboration, communication, grit, innovation, problem-solving, and self-management. The BUILD curriculum also reinforces Common Core academic standards. As students complete case studies, written business plans, oral presentations, prototype design, and business management, they gain practical experience in the five areas of the Common Core (reading, writing, speaking and listening, language, and math). This multi-faceted skill development supports degree completion in high school and college.



96% of students who complete the BUILD program have graduated on time from high school, beating the **82%** national average for all students and far surpassing the **73%** national average for low-income students.



76% of BUILD alumni have enrolled in college in the fall immediately following high school graduation, compared to the **66%** average college enrollment rate among all students and the **52%** rate among low-income students.



79% of BUILD alumni who enrolled in college have persisted to their second year of college, nearly on par with the **83%** national second-year college persistence rate.



BUILD's success connects young adults with the numerous advantages of academic degrees in an economy where high school dropouts are not qualified for 90% of U.S. jobs, have double the national unemployment rate, and earn \$250K less than a high school graduate and \$1M less than a college graduate. In recognition of its impact, BUILD was selected in 2019 to participate in [Stand Together's Catalyst Program](#) for organizations that are breaking cycles of poverty.



BUILD METRO DC

BUILD currently serves approximately 2,000 high school students annually at 30 schools located in four metropolitan regions: the San Francisco Bay Area; Washington, D.C.; New York City; and Boston. Each region is led by a Regional Executive Director and dedicated local team who are collectively responsible for generating revenue, developing school partnerships, and delivering programs.

Founded in 2009, BUILD of Metro DC is an important part of the national network. From its headquarters in Adams Morgan, BUILD Metro DC addresses critical needs of students in the region while also establishing a presence in the nation's capital that reinforces the organization's educational policy advocacy on behalf of low-income students. In recognition of this dual role, BUILD is seeking a Regional Executive Director to lead a significant expansion of the Metro DC region's visibility, fundraising, partnerships, and programs.

There is significant potential for BUILD to make a difference in the D.C. region:

- ❖ In the District of Columbia, **only 69%** of high school students graduate on time.
- ❖ Last year, BUILD served **180 students** from some of the most under-resourced communities in D.C.
- ❖ **100%** of BUILD Metro DC seniors graduated high school on time and were accepted into college.

2019 School Partners

Eastern High School
Friendship Collegiate Academy
Friendship Technology Preparatory
Academy High School
McKinley Technology High School
The SEED School of Washington, D.C.

The Regional Executive Director will have important resources to draw on in planning and executing Metro DC's expansion. BUILD's unique entrepreneurship and college access program has attracted national media attention from major news outlets, such as the New York Times, Bloomberg News, and ABC News, that reinforce its credibility and suggest potential for expanded media outreach in the Metro DC region. BUILD's national Board of Directors amplifies the organization's voice, with leaders such as Jack Dorsey, Founder and CEO of Twitter and Square; David Marston, Founder of Marston Associates; and Brandee Barker, co-founder of the Pramana Collective. These national resources are complemented by the potential in local networks, as the Metro DC chapter will create a plan to expand its fundraising and programmatic partnerships into the broader DMV region, including Maryland and Virginia as well as D.C.



FIXES

The Excitement of Learning From Profit and Loss

BY DAVID BORNSTEIN MARCH 6, 2015 3:30 AM 47



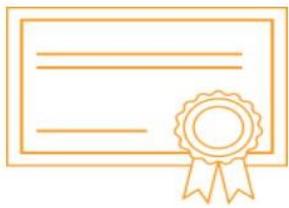
Fixes looks at solutions to social problems and why they work.

It's often been said that the key to success is being able to handle failure. For example, from Winston Churchill: "Success is stumbling from failure to failure with no loss of enthusiasm." Or C. S. Lewis: "One fails forward toward success."

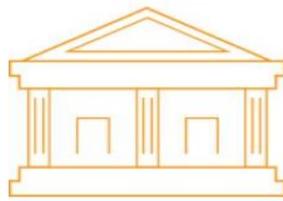
How can educators incorporate this wisdom to produce [deeper learning](#)? As many students, teachers and parents will attest, that's



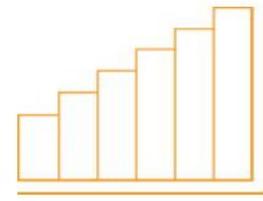
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HIGH SCHOOL COMPLETION



COLLEGE ENROLLMENT + GRADUATION



CAREER READINESS

The Opportunity

The Regional Executive Director (RED) will develop and oversee a strategy to significantly expand BUILD’s visibility, partnerships, and short- and long-term impact in the Metro DC region. The RED oversees strategic planning, operations, fundraising, and education programs, including its current work with 150+ high school students in five partner schools. In order to achieve outcomes, the RED must forge new strategic relationships with corporations, foundations, individuals, and media outlets and deepen partnerships with community and school district leaders.

Reporting to the national CEO of BUILD, the RED will join a learning community of REDs from the Bay Area, Boston, and New York and serve as a member of BUILD’s National Leadership Team, working closely with BUILD leadership to influence the overall strategic direction of the national organization.

Program Leadership

- ❖ Plan and execute the overall strategic direction for the BUILD Metro DC region, with the goal of increasing program partnerships, students served, and revenue.
- ❖ Oversee operations, including facilities and IT, working in collaboration with the national office and external IT team.
- ❖ In partnership with the Program Director, explore avenues to grow the regional program through additional classes, schools, districts, community centers, and licensed partnerships in the D.C., MD, and VA (DMV) area.
- ❖ Work with the Program Director and National Program Team to ensure the effective implementation of BUILD programming in the

region, including program planning, implementation, evaluation, and overall quality.

- ❖ Recruit, train, manage, professionally develop, and set high expectations for the regional staff.
- ❖ Contribute to the organization’s National Leadership Team by setting strategy and executing organizational outcomes.

Fundraising & External Relations

- ❖ Work with the development team and Board to raise the annual operating budget of \$700K from corporation, foundation, individual, government, and event funding streams.
- ❖ Collaborate with the Director of Strategic Partnerships to develop and implement a plan to increase annual contributed revenue to \$1M.
- ❖ Coordinate with BUILD’s National Officer for grant writing and event management support.
- ❖ Increase visibility and brand awareness by serving as BUILD’s primary spokesperson to school leaders, government officials and community groups, donors, partners, and the media.
- ❖ Participate in community-building activities and attend community events to deepen relationships and build connections.
- ❖ Recruit, manage, and support local Advisory Board members charged with supporting strategy, fundraising, and programs and widening the circle of friends and supporters of BUILD.
- ❖ Work with new and existing corporate partners to create skills-based volunteer opportunities that involve BUILD students.





The Candidate

BUILD is seeking a dynamic, entrepreneurial Regional Executive Director to lead BUILD – Metro DC. The ideal candidate cares deeply about young people, can inspire students to accomplish great things, and is equally talented in inspiring staff, Board members, mentors, volunteers, and donors to advance its mission.

Background

- ❖ Experience working in an educational youth-based organization, with knowledge and deep understanding of current educational policies and practices.
- ❖ Five years of experience in a senior management role.
- ❖ Bachelor's degree is required; advanced degree preferred.

Skills and Accomplishments

- ❖ Track record of successful leadership in an entrepreneurial, fast-paced environment.
- ❖ Demonstrated ability to develop a growth strategy that expands programming while maintaining program quality.
- ❖ Experience fostering mutually beneficial strategic partnerships.
- ❖ Prior success in building and managing a volunteer Board.
- ❖ Experience fundraising across a diverse set of revenue streams; experience fundraising specifically in Metro DC and the broader DMV region is preferred.

- ❖ Strong background in staff management, including recruiting and developing a high-performing team and aligning staff with strategic goals.
- ❖ Exceptional written and verbal communication skills, with a talent for public speaking.
- ❖ Ability to build relationships, interact comfortably with, and understand the interests of a variety of constituents and inspire broad enthusiasm for an organizational mission.
- ❖ Experience working successfully with community supporters and diverse stakeholders.

Personal Characteristics and Leadership Style

- ❖ Entrepreneurial spirit and ability to empower staff to try new things, persevere, and adapt.
- ❖ Comfort leading in a collaborative environment.
- ❖ Commitment to diversity and cross-cultural understanding.
- ❖ Comfort with regional travel and some national travel to BUILD headquarters in the San Francisco Bay Area and elsewhere as needed.





BUILD

In Business to Learn

REGIONAL EXECUTIVE DIRECTOR WASHINGTON, DC

Questions, résumés, and CVs should be sent
to search@driconsulting.com

All first-round interviews for this position will take place with Development Resources, *inc.*, located at 1820 North Fort Myer Drive Suite 702, Arlington, VA 22209.

DRi is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

BUILD DC is an Equal Opportunity Employer and is seeking a diverse slate of candidates for formal consideration.



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