



The Mind Trust

Director, Connecticut Talent Programs

Reports To: VP - Connecticut	FLSA Status: Exempt
Salary Range: \$77,992-\$116,988	Employment Classification: Full-Time

CANDIDATES MUST RESIDE IN THE STATE OF CONNECTICUT

OUR PURPOSE & IMPACT

The Mind Trust is a nonprofit organization based in Indianapolis, dedicated to creating an educational system that ensures every student has access to high quality education – no exceptions. We achieve this by fostering a supportive environment through policy advocacy, community engagement, and empowering talented educators to establish new schools. Additionally, we support existing schools in attracting and retaining exceptional talent. Since our founding in 2006, we’ve supported the launch of 51 schools and 15 education nonprofits and placed over 1,800 educators and school leaders in classrooms across Indianapolis.

WHO WE ARE & HOW WE WORK

At The Mind Trust, we operate in a dynamic, results-driven culture that prioritizes collaboration and flexibility. We are a nonprofit that invests in public education to transform lives and increase academic achievement in Indianapolis, the state of Indiana, and Connecticut. This includes managing student-centered programming, growing new high-quality public charter schools, supporting existing schools and educators, and engaging the community in every region we serve. Everything we do aims to create a positive impact on student learning because we believe all students, regardless of background or income, deserve an education that helps them meet their full potential in life.

OUR APPROACH TO TALENT & GROWTH

We believe in fostering a high-capacity team that aligns with our mission and values to drive transformational educational outcomes. Our culture encourages team members to bring their authentic selves to work, fostering a sense of belonging and care for one another. Empowered and self-driven, our leaders operate with autonomy and commitment to continuous learning and growth. We invest in professional development, promoting innovation and curiosity as we strive for excellence in our mission.

YOUR IMPACT



The Mind Trust

At the core of The Mind Trust's mission is the belief that a great leader who hires great teachers is the foundation of every high-quality school. The Director will play a pivotal role in ensuring that emerging and experienced leaders are identified, supported, and developed to launch or strengthen public charter schools across Connecticut.

In coordination with the Indianapolis and Connecticut-based teams, this leader will develop and launch leadership development programs, including the Emerging Leaders Fellowship, executive leadership support programs, and other school leadership initiatives. They will drive the implementation of a comprehensive talent strategy that supports school growth and succession planning, ensuring that schools and Charter Management Organizations (CMOs) have the leadership capacity needed to thrive.

In addition to leading the development programs, the Director will implement The Mind Trust's organizational talent philosophy aligning how the Connecticut team identifies, evaluates, and supports leaders. By strengthening mid-level and senior leaders, the Director will help build a bench of leadership talent that deeply understands their school's model and can scale it effectively.

Working in close collaboration with the Indianapolis and Connecticut-based teams, the Director will shape a talent strategy that's responsive to the needs of the charter landscape in Connecticut.

HOW YOU WILL SUCCEED

Develop and cultivate the Connecticut talent ecosystem and strategy.

- Research and identify key partners within the Connecticut talent ecosystem to identify partners who are mission and vision aligned.
- In partnership with the Director of Talent Recruitment & Selection, participate in and continuously improve the selection processes for the Emerging Leaders Fellowship and Executive Leadership Development Program to ensure rigorous and predictive selection.
- Analyze and report on landscape data to inform strategic decisions and improve outcomes.

Lead The Mind Trust's Connecticut-focused talent programs and investments.

- Partner with the Indianapolis-based team and the Director of Talent Recruitment & Selection to design and manage a robust, multi-step selection process for all fellowship and talent programming selection activities.
- Participate in all fellowship selection activities for Connecticut programs, in partnership with the Director of Talent Recruitment & Selection, to ensure strong talent is selected.



The Mind Trust

- Building on TMT's successful Indianapolis programs, refine the Emerging Leadership Fellowship program to fit the Connecticut landscape, and manage leadership programs that support high-potential talent across aspiring, school-based, and executive-level leaders.
- Identify long-term threats to the sector and strategically deploy investments and programming that address said threats.
- Collect and synthesize feedback from leaders to support high-quality program design and implementation.

Contribute to The Mind Trust's efforts to serve as a national leader on school incubation and building thriving educational ecosystems.

- Build strong relationships with external partners, universities, and community organizations to expand recruitment reach.
- Represent the organization at talent-related events, conferences, and panels, especially in Connecticut.
- Stay informed of regional and national talent trends, especially within K-12 education, and bring innovative ideas to the team.

WHAT YOU BRING TO THE ROLE

Essential Skills, Experience, & Attributes

- Deep commitment to and enthusiasm for The Mind Trust's mission and methods of ensuring that all children have an opportunity to receive an excellent education.
- Ability to identify and cultivate a broad talent pipeline by building relationships and identifying unique skills and essential leadership traits.
- Significant alignment and belief in The Mind Trust's core values.
- Highly organized with demonstrated ability to simultaneously balance several tasks.
- Ability to coordinate and execute logistics with precise attention to detail.
- Ability to work independently as well as collaboratively, and thrive in a high-energy, fast-paced environment.
- Ability to incorporate creative approaches to various projects by taking initiative and working independently
- Strong understanding of competency-based hiring and assessing leadership potential.
- Experience with designing and iterating selection processes preferred.
- Experience in full-cycle recruitment (sourcing, screening, interviewing, and hiring).



The Mind Trust

- A bachelor's degree or equivalent combination of education and/or experience required.

Additional Strengths & Qualifications

- Strong understanding of competency-based hiring and assessing leadership potential.
- Experience with designing and iterating selection processes.
- Experience working with talent initiatives in charter schools preferred.
- Experience in full-cycle recruitment (sourcing, screening, interviewing, and hiring) preferred.
- Advanced computer skills including Microsoft Office – Word, Excel, and PowerPoint required
- Ability to relocate to Connecticut preferred.

WHAT WE OFFER

At The Mind Trust, we support and prioritize the wellbeing and development of our team members. As part of our commitment to our employees, we offer a wide range of robust benefits designed to support your health, wellbeing, and professional growth.

- **Healthcare:** Access comprehensive medical, dental, and vision coverage with substantial premium support
- **Retirement Savings:** Secure your future with a 403(b) plan featuring generous employer matching
- **Life and Disability Coverage:** Gain peace of mind with life and disability benefits, ensuring financial security for you and your loved ones
- **Professional Development:** Engage in continuing education opportunities to foster growth and learning
- **Generous Time Off:** Prioritize work-life balance with a competitive PTO policy and paid holidays
- **Family Support:** Our family leave, adoption assistance, and childcare reimbursements are designed to ease the journey of welcoming new additions and managing family dynamics, ensuring you have the support you need to thrive both at home and in the workplace

PHYSICAL DEMANDS & WORK ENVIRONMENT

Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions, which might include but are not limited to remaining stationary for extended periods, occasional movement throughout the department, and occasional transport of objects weighing less than twenty pounds. This position requires the ability to communicate to exchange accurate information with others.



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EQUAL EMPLOYMENT OPPORTUNITY

The Mind Trust is committed to equal employment principles and complies with all applicable federal, state, and local equal employment opportunity laws and regulations. The terms and conditions of the employment relationship with all worksite employees are to be nondiscriminatory – without regard to age, race, physical characteristics historically associated with race, color, national origin or immigration status, citizenship, work authorization status or the period of such a status, ancestry, sex, gender, reproductive health decision making, gender identity or expression, sexual orientation, religious creed, physical or mental disability, medical condition, genetic information, HIV testing status, status as a victim of a crime or violence, marital status, familial status, veteran status, military status, or any other protected category or class that may be applicable to a candidate or employee.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

To apply: please send a resume and cover letter to Joe White (careers@themindtrust.org).