



Position: Partner

Location: Chicago, IL

Start Date: On or after July 1, 2024

Our Approach

At Fulcrum Education Solutions, we support organizations to ensure that every member of the organization has the support and development they deserve by providing high-quality, customized consulting to leaders and their employees.

Fulcrum's work is distinguished because it is:

1. *Customized* – We get to know each organization and their vision for excellent instruction to tailor our work towards their unique context. We don't assume what an organization values, how they operate, who serves as leaders, or what possible solution will work best.
2. *Focused on Application* – All work occurs right in the context where it must be applied. We work alongside our partners, in classrooms, during meetings, in their building, to ensure that their development is seen through to successful execution with their stakeholders.
3. *Consistent* – We are available and reliable. No discipline issue, parent meeting, or budget crisis will require us to put support on hold.
4. *Sustained* – We partner with organizations over multiple years so that our work takes root and develops people for the long-term. Organizations and people don't change overnight or after one session.

Job Description

Fulcrum Education Solutions is seeking a Partner to join our team and push our company forward. The Partner fills a dynamic support role whose main responsibilities include:

1. Leading partnerships with Fulcrum's partner organizations, where our work is focused on the development of the leaders and broader leadership structures in the organization.
 - Generating clear direction and strategies to develop leaders, structures, and systems in alignment with partner and Fulcrum goals
 - Communicating and executing the direction and strategy with goals for the partner
 - Monitoring and adjusting the approach
2. Taking on Fulcrum projects to drive the company forward.
 - Creating and refining products to support external partnerships during all phases
 - Business development and external relationship responsibilities

The employee is challenged to perform as an executive and representative of Fulcrum. They are supported and developed in all responsibilities within company structures and a largely flat organizational structure. There is the possibility of some travel between Chicago, Milwaukee, and/or other regions.

Goals:

All Fulcrum Team Members are held to the same goals, scaled to their individual role:

1. External partners demonstrate progress toward designated outcomes.
2. External partners are retained in Fulcrum's progressive support model.
3. Fulcrum team members are excellent stewards of Fulcrum's brand and values.

Skills:

The Partner role requires a broad skill set centered on a deep knowledge of organizations, schools, instruction, and adult learning. Most crucial in performing in the role and achieving its goals are:

- **Ability to Form Positive Relationships Quickly** – You can sit down with someone you just met, establish immediate trust and rapport, and begin to push them forward.
- **Adaptive Leadership** – You understand people because you care about them and believe in their ability to grow. And you care about them enough to lead them onward, with a tailored approach that may be different from your initial plan or from how you'd work with another person in the same organization.
- **Strategic Thinking** – You see three steps ahead, what's around the corner, and where you're headed. You make decisions in the short-term that matter for the long-term.
- **Autonomy and Self-Efficacy** – You can think on your feet and operate with minimal guidance and direction. You trust yourself to make productive, mission-aligned decisions, but you know when to ask for help and input.

Preferred Qualifications:

- 2+ years of experience as a school or organizational leader charged with the support, development, and management of other leaders (e.g., principal, assistant principal, network instructional leader, etc.)
- Demonstrated leadership results across a variety of settings
- Extensive experience with bi-lingual and/or dual language education

Compensation

Starting base salary for the Partner role is \$120,000.

Additional Compensation: We offer competitive salaries and bonuses to invest in our people to the greatest extent possible. We compensate as fairly as possible given our company's growth trajectory and our team's experience and expertise. Fulcrum also offers health, dental, and vision insurance to employees as well as retirement benefits and other reimbursements. Partners have the agency to identify their PTO needs and to design their schedules.

Application Process

If you are interested in applying for the Partner role, please submit a current resume to [hiring@fulcrumeducationsolutions.com](mailto: hiring@fulcrumeducationsolutions.com).

We will do our best to respond to your application within 3-5 business days. We are prepared to conduct the hiring process virtually (as needed) and candidates balancing personal responsibilities, work, and exploring new opportunities with Fulcrum will be treated with generosity and gratitude. From start to finish, we anticipate the process to take 4-6 weeks.

Anti-Discrimination Policy & Commitment to Diversity

Fulcrum Education Solutions is committed to providing equal opportunity to all employees and applicants without regard to race, color, religion, national or ethnic origin, sex, age, marital status, familial status, sexual orientation, political affiliation, family responsibilities, gender identity or expression, pregnancy, military status, or any other characteristic protected under federal, state, or local law. We are committed to ensuring that we recruit and retain a diverse team who represent the communities and organizations we work with.