

EXECUTIVE DIRECTOR

Alliance for Decision Education
Hybrid Role – Philadelphia, PA

A Position Profile



ALLIANCE FOR
**DECISION
EDUCATION**



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ABOUT ALLIANCE FOR DECISION EDUCATION

The [Alliance for Decision Education](#) (“the Alliance”) is a national non-profit organization driving a revolutionary shift in the way we think about education, leading the growing call for [Decision Education](#) to be part of every student’s learning experience. Its mission is to improve lives by empowering students with essential skills and dispositions for making better decisions. The decisions they make shape their lives and those of the people around them. Therefore, there is no more important set of skills that can be taught to today’s youth than how to improve the decisions they make.

Backed by experts in the decision sciences, business, and education, including several Nobel laureates, the Alliance believes that better decisions lead to better lives and a better society.

The Alliance is committed to an inclusive, supportive, and collaborative culture. Their team is made up of diverse, dedicated, and driven educators, researchers, subject matter experts, and other professionals who have come together from different backgrounds for a common purpose. It is a proud Equal Opportunity Employer.

The Alliance for Decision Education was founded in 2014 as the How I Decide Foundation through the vision and generous support of two accomplished decision-makers, Annie Duke and Eric Brooks. Both realized that the skills they were leveraging every day with highly successful results were rarely taught to K-12 students, creating a meaningful gap between children’s potential and their reality. They founded the Alliance to close that gap. Over the next four years, the organization built effective and engaging Decision Education programs that reached tens of thousands of teachers and students and had measurable and positive results. That success ignited a drive to scale the work of How I Decide to a national level to benefit millions of students. To achieve this, How I Decide became the Alliance for Decision Education in 2018, refocusing and committing to becoming a field builder and catalyst, sparking and growing support for Decision Education to be implemented in schools nationwide.

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Toward that end, the Alliance is actively building:

- Public awareness
- Innovative pilot programs
- Standards and frameworks for curricula and pedagogy
- Policy commitments at the state, federal, and local level
- Professional development and support for teachers and administrators
- Research and evidence on the efficacy of Decision Education
- Partnerships with like-minded leaders and organizations
- An ongoing commitment to identifying, coordinating, and amplifying all of those related efforts

To drive this critical work, the Alliance has implemented significant changes in strategy, staffing, and operations, while maintaining the same steadfast mission.

Currently, the organization has 35 employees with a plan to grow to 40-45 employees in 2024. The Alliance had unrestricted revenues of \$6.2M in 2022. In addition, in 2022, they received \$10M in restricted funding for research.

OPPORTUNITY

The Alliance is seeking an Executive Director to lead the organization in an exciting time of growth. As a visionary and passionate leader, the Executive



Director will be steering an organization working to build, catalyze, and promote the field of Decision Education in order to improve lives by empowering students with essential skills and dispositions for making better decisions. The Executive Director will be the face of the organization, interfacing with a broad constituency of stakeholders, engaging in fundraising, building relationships, and bringing awareness to the importance of Decision Education. The Executive Director will further develop and execute the strategic plan in partnership with the Board of Directors (the Board) and a strong leadership team. As they continue to build the organization, the Executive Director will oversee operational processes of the Alliance and will manage the complexities that come with a high-growth environment, building on a culture where staff meaningfully embrace the mission.

REPORTING RELATIONSHIPS

The Executive Director reports to the Board of Directors.

The Executive Director currently manages several department heads (e.g., Director of Philanthropy, Director of Operations, and Director of Public Policy) and leads a small team as part of the Executive Office, which includes a Director of Organizational Development, an Organizational Project Manager, and an Executive Assistant. The Executive Director will have an opportunity to shape the organizational structure to meet the growing and changing needs of the Alliance.



PRIMARY RESPONSIBILITIES

Leadership and Strategy

- *General leadership*
 - Set and execute the vision for the organization, in collaboration with the Board.
 - Lead the Alliance in a manner that supports and guides the organization's mission as defined by the Board.
 - Update and implement a strategic plan to ensure the Alliance can successfully fulfill its mission and goals.
 - Lead the organization's efforts to build, catalyze, and promote the field of Decision Education and to bring together various stakeholders in this movement.
 - Serve as the Alliance's primary spokesperson to the organization's constituents, the media, and the general public.
- *Staff Leadership*
 - Lead the staff through organizational growth.
 - Guide the leadership team and oversee organizational efforts in all departments.
 - Further develop and embed a culture of Decision Science among the staff.
 - Foster a positive and inclusive culture that encourages collaboration, innovation, and support.

Board Relations and Governance

- Communicate effectively with the Board of Directors and provide, in a timely manner, all information necessary for the Board to function properly and to make informed decisions.
- Work collaboratively with the Board in various areas, including strategic planning, fundraising, and Board membership.



Financial Management

- Oversee the fiscal integrity of the Alliance, including submission to the Board of a proposed annual budget and quarterly financial statements.
- Oversee the fiscal management of the Alliance, including operating within the approved budget, ensuring maximum resource utilization, and maintaining the organization's positive financial position.

Fundraising and Relationship Management

- Cultivate relationships and meet with a variety of external partners, including major gift donors, prospects, and other key stakeholders.
- Strategize with the Development Department and Board about how to diversify funding sources and revenue streams.

QUALIFICATIONS

Experience, Skills, and Knowledge

Note: Candidates do not need to meet all of the qualifications below to be considered.

- *Required*
 - Previous experience as an Executive Director, CEO or other senior leadership position.
 - Entrepreneurial mindset and track record of innovation (e.g., leadership experience with start-ups, fast growing organizations, and/or multiple and diverse sectors).
- *Preferred*
 - Leadership experience with non-profit organizations.
 - Experience in K-12 education and/or ed tech.



- Decision Science Knowledge.
- Prior experience building movements or fields (or other similar work raising awareness and aligning, coordinating and amplifying the efforts of like-minded organizations and individuals towards a common vision or goal).
- Degree and/or work experience in any of the following fields is preferred: math, statistics, science, economics, law, or other fields involving quantitative thinking or critical reasoning.
- Experience in academic research, public policy, and fundraising is preferred.

- *Helpful*

- Knowledge or experience in cognitive psychology, neuroscience, behavioral economics, or similar fields.
- Advanced degree in education.
- Experience with STEM, SEL, or other educational movements.
- Understanding of experience design and/or curriculum design/development.
- Experience in related fields to K-12 education, such as higher education.

Qualities

- *Alliance Ambassador and Stakeholder Manager*
 - As the face of the organization, the Executive Director represents and promotes the Alliance and the field of Decision Education in a variety of public contexts, including talks, presentations, events, and media opportunities.
 - Possesses excellent interpersonal and communication skills to allow for easy collaboration with the Board of Directors, Advisory Council, and various stakeholders.
 - Possesses exceptional abilities to cultivate relationships and fundraise.



- *Visionary and Passionate Leader*
 - Understands what it takes to innovate and motivate a team to achieve organizational goals and really make a difference.
 - Understands how to measure success with a critical eye.
 - Passionate about the importance of Decision Education.
- *Strategic Organization Builder*
 - Possesses strategic thinking and creative problem solving abilities, which are key in managing the complex growth process of the organization and the field.
- *Values-Aligned and Emotionally Intelligent Leader*
 - Displays the Alliance’s three core values:
 - Rationality - truth-seeking, curiosity, active open-mindedness, and intellectual humility.
 - Education - genuine growth mindset and prioritizes learning and professional development for the team.
 - Humanism - self-awareness, empathetic and empowering leader and manager. Passion for working with people with diverse ways of thinking and backgrounds and cares deeply for others.
 - Driven and conscientious with high integrity and accountability.



ABOUT SALVESON STETSON GROUP

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Salveson Stetson Group (SSG) is a multi-specialty, retained executive search firm located in Radnor, Pennsylvania that delivers strategic, high-quality, responsive consulting and support for clients across the country and globally. Working across diverse industries SSG has a long history of conducting executive level human resources, clinical, scientific, finance, sales and marketing, and general management searches. With a team of 20 colleagues, necessary resources are dedicated for each assignment to exceed client expectations.

Salveson Stetson Group embodies a rare and powerful value for its clients in terms of client and candidate experience. As a firm led actively by its two principals, SSG delivers the kind of strategic, responsive consulting services expected from a large search firm with the tailored attention and support of a boutique firm.

As part of the MPI family of companies, SSG has access to talent, resources, and expertise on a national level through our sister companies – Furst Group and NuBrick Partners. Furst Group, a retained executive search firm, is focused on identifying senior level executives for the healthcare industry. NuBrick Partners, a leadership consulting firm focusing on executive team performance, strategic team development, board effectiveness, physician leadership and executive team succession across all industries.

Salveson Stetson Group is also a member of IIC Partners, one of the top ten retained executive search groups in the world, we have the ability to leverage collective networks and experience to identify a broader slate of global candidates to serve our clients more effectively.

For additional information on SSG, please visit our website at www.ssgsearch.com. To learn more about this particular position, please call (610) 341-9020 or contact.



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