



Director of Talent

About Alma

Alma del Mar is a K-8 charter school whose mission is to put every one of our scholars on the **path to college** and to challenge them to be **service-minded leaders**. We do this by immersing our scholars in a highly demanding, highly supportive environment where they receive a content-rich education. We currently serve over 400 scholars in grades K-8.

We're located in New Bedford, a beautiful coastal city known for its history as the heart of the whaling industry and as a central hub of the abolitionist movement. This once prosperous city is now home to one of the lowest performing districts in Massachusetts. The majority of New Bedford's public schools are among the lowest performing 20% of schools in the state.

Alma gets **results** for kids. After fewer than three years at Alma, our scholars outperform their district peers in reading ability and surpass their suburban peers in mathematics achievement. In addition, we're known for being a highly **inclusive** school. Over 30% of scholars at Alma receive some additional academic or behavioral support. We have been [nationally recognized](#) for our effectiveness in serving English language learners.

Job Description

Our core strategy is to ensure that we put the best possible teacher in every one of our classrooms. The Director of Talent will play a critical role in this strategy by ensuring that Alma continues to attract, develop and retain world class talent. Working with our Talent Team and with hiring managers, the Director of Talent will be responsible for the leading strategic talent acquisition initiatives that will yield a highly diverse and exceptional pipeline of talent for all roles within Alma del Mar.

Strategy

- Determines talent needs in consultation with leadership team and creates a comprehensive strategy and aligned benchmarks to meet those needs
- Champions and stewards talent strategy across the organization, ensuring everyone is enlisted and invested in the effort to attract, develop and retain *Alma-zing* talent
- Articulates and promotes Alma's unique value proposition as a place to work
- Creates personalized matriculation and onboarding plans that ensures new hires are immersed in Alma's Crew Code and feel welcomed and valued as a new member of the crew

Recruitment & Selection

- Creates high quality marketing materials and designs effective outreach of high caliber diverse talent pools
- Identifies, cultivates, and manages the relationships of high priority candidates to achieve a strong and diverse pipeline of talent; often managing through others to execute on key strategies
- Builds and fosters new and existing external partnerships that strengthens our network of exceptional diverse talent

- Designs and improves the recruitment and selection processes based on best practices, data and the needs of the school
- Responsible for the project management and execution that ensures systems and processes are equitable, streamlined and effective
- Conducts candidate resume and phone screens and interviews as needed
- Trains hiring managers and other interviewers in effective and ethical hiring practices

Who We're Looking For

We seek outstanding candidates with the following qualifications:

- 2+ years recruiting or talent-related experience with a track record of recruiting strong candidates from diverse backgrounds
- Very strong organizational and project management skills
- Off the charts interpersonal skills
- Prior teaching experience preferred
- Strong "Crew" orientation
- Growth mindset and a love for novel challenges
- Infectious joy

Compensation: Salary will be competitive and commensurate with experience. We will offer a comprehensive benefits package.

To Apply: Please send your resume and cover letter to apply@almadelmar.org. Within your cover letter please share why you hope to join our crew and work at Alma del Mar!

Alma del Mar Charter School does not discriminate on the basis of age, color, disability, national origin, race, religion, sex, gender identity or sexual orientation. Inquiries concerning Alma del Mar's compliance with Title IX and other civil rights laws may be directed to the Director of Operations, 515 Belleville Avenue, New Bedford, MA; phone: [774-206-6827](tel:774-206-6827).