



## Executive Director, Education Partnership of the Permian Basin

---

### Job Summary

Do you prioritize early childhood readiness and K-12 success?

Are you committed to helping students graduate ready for college, careers or the military?

Do you value a thriving, industry-focused community that has a small town, family-oriented atmosphere?

If so, we have an exciting opportunity for you in the Permian Basin! The Education Partnership of the Permian Basin (EPPB) is seeking a vibrant, forward-thinking and collaborative Executive Director to lead their team. The Executive Director helps drive the strategic vision and operational implementation; fosters and manages critical community, education and statewide partnerships; monitors and measures progress toward goals; and serves as the organization's external face.

### Organization Description

The Education Partnership of the Permian Basin (EPPB) is the region's hub for collective impact in education, uniting educators, employers and partners to create seamless pathways for students throughout their education journey and into the workforce. Based on this collective impact model, the EPPB seeks to improve educational outcomes, cradle to career, across the Permian Basin's educational ecosystem, which spans across West Texas (24 counties) and Southeast New Mexico (3 counties). Using its core values of Integrity, Equity, Respect, Credibility and Collaboration, the EPPB focuses on early childhood and postsecondary education success (Grow Our Own).

**Early Childhood Action Network (ECAN):** The EPPB works to increase school and kindergarten-readiness in the Permian Basin in order to bring professionals whose work focuses on children ages birth to 5 years old to discuss critical needs, identify solutions, and align metrics with parent engagement, early childhood education access and quality, and kindergarten readiness. The EPPB also runs two Child Care Coalitions that create partnerships between local childcare centers, school districts, and service providers to foster opportunities for shared professional development, intentional collaboration, and targeted resource sharing.

**Grow Our Own Action Network (Grow Our Own):** Through Grow Our Own, the EPPB works to help students graduate high school ready for college, career and/or military ready.

- **Energy Pathway Initiative:** Partnering with several Permian Basin and education organizations, the EPPB is working to increase the access high school students have to oil and gas-based education, skills, and postsecondary pathways in the energy field.
- **Rural Pathway Excellence Partnership Program (R-PEP):** The EPPB has partnered with several school districts and Permian Basin colleges to form the **Permian Basin Innovation**



**Zone (PBIZ)**, which is focused on connecting three rural districts with higher education institutions to develop career pathways, share CTE resources, and strengthen postsecondary options. Currently, these three districts offer pathway programs in the oil & gas, medical, welding, and education fields, with plans to add more fields in the future. Along with PBIZ, the EPPB has two new R-PEPs, one in the Big Bend region and one in New Mexico.

## **The Permian Basin**

The Permian Basin, which covers parts of West Texas and Southeastern New Mexico, is a thriving region known for its booming energy industry, friendly communities, and affordable cost of living. At its heart are Midland and Odessa, vibrant sister cities offering a perfect blend of opportunity and small-town charm. Midland is a hub for business and culture, with excellent schools, a lively arts scene, and family-friendly amenities. Odessa boasts a rich history, a welcoming community, and unique attractions. With over 300 days of sunshine a year, a strong and collective work ethic, and a robust sense of community, the Permian Basin is an exciting place to live and grow your career.

## **The Ideal Candidate**

The EPPB's ideal candidate for Executive Director is a strategic, dynamic, and visionary leader who is committed to improving educational outcomes across the Permian Basin's educational ecosystem so students can have seamless pathways into the workforce. They possess hands on experience in organizational strategy, operations, funding and fundraising strategies, data management, relationship management, marketing and development, and successful nonprofit management. They are an excellent facilitator, convenor, and change agent. They demonstrate attention to detail and accuracy, possess effective communication and interpersonal skills, and successful nonprofit management. Job responsibilities include but are not limited to the following.

## **Primary Duties and Responsibilities**

- Reports directly to the Board of Directors and oversees a team of five staff: three Action Network Coordinators, two R-PEP Directors and one Strategic Initiatives and Collaboration Manager.
- Develops and executes an innovative organizational strategy aligned with EPPB's mission and values that drives measurable impact towards EPPB's vision and goals.
- Cultivates and manages collaborative relationships with EPPB stakeholders to drive change and successful execution of strategies – superintendents, school leadership, college and university presidents, elected officials, state policy makers, education coalitions, the Texas Education Agency, the Public Education Department (New Mexico), CEOs, philanthropists, media and community leaders.
- Serves as the primary representative and voice of EPPB to position the organization as the leading, non-partisan, objective third party voice supporting innovation in education across the region and state.



- Maintains and expands EPPB's data dashboard to provide trusted and reliable data that informs EPPB strategy, assists local and regional partners in their own planning and assessment and enables regional impact reporting to the community.
- Oversees and manages EPPB operations to ensure systems and policies are in place to support strong fiscal operations, HR, communications and marketing, and fundraising.
- Develops and executes a funding strategy that supports organizational growth and sustainability. Engages and cultivates relationships with philanthropic funders at local, state and national level.
- Creates and leads a strong team culture that encourages collaboration, accountability to individual and organizational goals, and dedication to continuous improvement.
- Maintains clear and consistent communication with the Board of Directors on progress towards EPPB goals, operational issues, and strategic opportunities and risks facing EPPB.

## Qualifications

- Bachelor's degree required (Master's or Doctorate preferred) in Education or related field.
- Relevant executive leadership experience including 10+ years of successful team management, budgeting, and/or funding strategy responsibility.
- Knowledge of collective impact and PK-16 systems/regulations in Texas and New Mexico, preferred.
- Proven skills in community engagement, facilitation and conflict management.
- Team player skilled in connecting with diverse community sectors and working effectively with multiple constituencies to support community success.
- Existing relationships with, or ability to build relationships with diverse local / regional stakeholders, including senior corporate executives.
- Excellent communicator capable of inspiring confidence, interpreting and presenting complex data, and communicating passion to external audiences.
- Strong organizational and project management skills with creative problem-solving abilities.
- Ability to function independently within policies and guidelines, maintain confidentiality, and take direction as needed.
- Motivated to learn, evolve from failures and missteps, and grow.
- Proficient computer skills, including Excel.

## Benefits

- Competitive salary that is commensurate with experience: Range \$140,000-\$160,000
- EPPB offers a full benefits package including medical, dental and vision, and TRS retirement plan.

## How To Apply

Please send resume and cover letter to [educationpartnershipsearch@dinispheris.com](mailto:educationpartnershipsearch@dinispheris.com)