

EXECUTIVE DIRECTOR

OVERVIEW

The American Dream – the aspiration that all children should have opportunities to climb the economic ladder – is at risk. In the 1950s, more than 90% of American children grew up to earn more than their parents did. Today, only 50% of children do so.

The mission of the [Equality of Opportunity Project](#) (EOP) -- a joint initiative of faculty at Stanford, Harvard, and Brown universities -- is to revive the American dream. We seek to develop scalable policy solutions that will empower families to rise out of poverty and achieve better life outcomes. We do this by harnessing the power of big data through high quality research to learn from areas where the American Dream is still thriving. We study economic mobility through lenses such as education, neighborhood environments, and health to understand the drivers of economic opportunity in the country and give local policy-makers customized data and insights to help them craft effective policy solutions. (You can hear an overview of our work on this [Freakonomics podcast](#).)

The project's work to date has shaped policy discussions at the national and local level, with nearly a dozen of its studies covered on the front pages of major media outlets, such as the [New York Times](#) and [Wall Street Journal](#) and cited in congressional testimony and the President's State of the Union addresses. This work has led to direct impacts on a broad range of decisions by local policy makers, ranging from school districts to housing authorities.

Our team, led by MacArthur "genius" award winner [Raj Chetty](#), [John Friedman](#), and [Nathan Hendren](#), consists of leaders from academia, policy, and management, supported by a staff of approximately 40 members who share a passion to revive the American Dream. We are now seeking an Executive Director, who will serve as a strategic partner to the Founding Principals and help lead the EOP from its current operations to a more robust operation supporting high quality economic research and policy consultation. Specifically, s/he will ensure that EOP's fiscal, operations, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization.

RESPONSIBILITIES

STRATEGIC VISION AND LEADERSHIP

- Serve as strategic partner to the founding directors to refine and implement the strategic plan while ensuring that the budget, staff, and priorities are aligned with EOP's core mission
- Ensure the continued development and management of an efficient organization; establish effective decision-making processes that will enable EOP to achieve its mission.

ORGANIZATION MANAGEMENT

- Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; create a positive work environment that supports EOP's mission.

- Oversee people management, including establishing processes for recruitment, selection, and evaluation (for staff, visiting faculty, postdocs, fellows, etc.)
- Support and motivate the organization's staff

OPERATIONS

- Ensure the high quality operation of finance, communications, HR, and grants management across all teams
- Manage operational partnerships with large data partners

FUNDER AND PARTNER RELATIONS

- Serve as primary point of contact for existing and potential funders

REQUIREMENTS

BACKGROUND/EXPERIENCE

- Minimum of a MA, ideally with an MBA, MPA, PhD, or other advanced degree
- At least 10 years of overall professional experience
- Prior quantitative research experience, and experience working in research-based organization ideal
- Experience advising policy-makers preferable

SPECIFIC JOB SKILLS

- Ability to set clear priorities, delegate, and guide investment in people and systems
- Excellent analytic, organization and problem-solving skills, which support and enable sound decision making
- Outstanding presentation and communication skills
- Focused on results

COMPETENCIES

- Influence
- Initiative
- Confidence and enthusiasm
- Personal obligation to uphold organization's expectations
- Strong sense of purpose in holding difficult conversations
- Personal accountability for consistent application of processes and policies
- Open and willing to engage other roles when appropriate
- Adopt a continuous improvement culture, seeking to make good processes better and to elevate those that need work

REPORTING LINES

- Reports to Principles
- Direct reports: Communications, Finance, others TBD

LOCATION

- Cambridge, MA; Palo Alto, CA or Providence, RI

HOW TO APPLY

Please submit a cover letter and resume to ellen_viruleg@brown.edu