



REIMAGINING SCIENCE, TECHNOLOGY,
ENGINEERING + MATH EDUCATION



Chief Executive Officer

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THE ORGANIZATION

[Washington STEM](#) is a statewide, independent nonprofit organization committed to advancing opportunity for those students most underserved and underrepresented in STEM (science, technology engineering and math) fields. It was created in 2011 by business, education, nonprofit, and government leaders to narrow the talent gap in high-demand STEM jobs. The organization serves as an independent advocate for STEM education access, equity, and policy to ensure every Washington youth has the skills they need to pursue a family-sustaining career and thrive in our dynamic innovation economy.

The vision driving Washington STEM is to prepare Washington's youth to be career-and-future ready by 2030. Its goal is for 70% of Washington's 2030 high school graduates to achieve, by age 26, the postsecondary credentials needed for high demand, family-sustaining jobs.

Washington STEM does its work by creating partnerships to drive collective action, identifying focus areas where they can have the biggest impact on student lives, and by offering pragmatic, nonpartisan policy recommendations to state lawmakers that will improve STEM access and success.

Washington STEM's organizational priorities include:

1. Drive results by doubling down on [Early STEM](#) and expanding and diversifying the workforce through [Career Pathways](#)
2. Spread what works by expanding [data and impact](#) measurement and learning, policy, and advocacy
3. Grow a strong and sustainable organization by developing the talent, funding, branding, core operations and business practices with a diversity, equity, and inclusion lens

To achieve them, Washington STEM:

- Convenes, facilitating cross-sector work to create solutions to STEM education needs
- Advocates, changing policies to bring the best STEM education to Washington students, especially students of color, girls and young women, students living in high poverty, and students living in rural communities
- Uses high-quality, cross-systems data analysis and insights to identify the most pressing problems, and support STEM Networks and partners in the policy, advocacy, and convening work they do on behalf of Washington students
- Works with and through a distinctive [regional STEM network](#) that brings together 10 independent regional partners (including local educators, business and community leaders, and STEM professionals), to build student success and connections with STEM career opportunities. This model honors each region's unique needs and pathways of opportunity for all young people to thrive in STEM fields in their local economies

Washington STEM recognizes that historical and systemic inequity, institutional racism, and lack of economic mobility in rural communities are persistent for students of color and students living in poverty. The talented [staff](#) and influential [board of directors](#) acknowledge that it is impossible to fulfill their mission without creating an equitable and inclusive environment for staff, partners, and for the people they serve.

Housed in an innovation center with appealing amenities just south of Seattle's thriving technology hub, the Washington STEM team of 19 actively fosters community and a commitment to equity. They share an urgency for the mission and a predisposition for hard work, while supporting each other, upholding collegial collaboration, open-doors, flexibility, and caring, helpful attitudes.





THE CHIEF EXECUTIVE OFFICER ROLE

With a clear goal, an engaged board, and aligned business plan, Washington STEM's next Chief Executive Officer (CEO) is set up for success. They will be expected to bring all of the pieces of the business together (team, board, partners) to execute on a coherent set of annual and multi-year goals; stay proactive to vet new opportunities; ensure all work aligns to goals; and keep everyone rigorously motivated to deliver results. Equity, partnership, and sustainability are the guiding principles for all work, from leading the strategy to nurturing relationships with staff and board; to building new relationships with funders and partners to grow impact across Washington state.

The CEO will clearly articulate and drive Washington STEM's vision of economic mobility and opportunity for all youth through STEM education.

Key responsibilities include:

Building Successful Partnerships:

- Identify and build relationships with stakeholders who need to be informed and partner on the work
- Foster frequent, consistent dialogue with relevant constituents to develop strong cross-sector partnerships
- Engender trust and respect by engaging with transparency and empathy
- Help develop strategies and sustainable funding models for Network partners while providing clarity about plans for investment and impact
- Identify growth opportunities and thoughtfully pursue funding possibilities on a three to five-year horizon
- Act as the program administrator of the [Washington State Opportunity Scholarship](#), the nation's first public-private scholarship supporting low- and middle-income youth to earn STEM and health care degrees; ensure the relationship is strong, effective and strategically aligned



THE CHIEF EXECUTIVE OFFICER ROLE

Staff and Business Leadership:

- Maintain Washington STEM's momentum, executing on and refining the multi-year business plan; ensure alignment and motivation of staff and board around growth targets and objectives
- Provide sound fiscal and business management, and hold ultimate accountability for legal integrity, compliance, HR and ethics
- Embrace the strengths, commitment, and passion of the high performing team and continue to recruit, retain, and motivate staff for an even stronger culture
- Build cohesiveness with clear communication regarding accountability, decision making, operations, and processes at all levels - board-CEO-staff
- Foster continued diversity, equity, and inclusion where each member of staff is supported to thrive, build skills, have fun, and be successful

Board Engagement:

- Partner with the board to create opportunities for engagement and strategic and generative input
- Provide transparency about financial and operating results
- Ensure board has buy-in on key decisions as well as agreement on strategic direction
- Support board governance (i.e. committee structures, term-limits, recruitment)

Advocacy and Fundraising:

- Embody the mission with a passionate, genuine, and empathetic voice, articulating personal interest in STEM education, equity, and career pathways with colleagues, partners, funders, and community stakeholders
- Serve as primary spokesperson across education, corporate, public, philanthropic, and social sectors to drive fundraising and initiatives
- Provide a consistent voice in state and national conversations regarding STEM education and pathways
- Proactively seek new funding opportunities to enable growth and impact targets to be met



WHAT SUCCESS LOOKS LIKE

- Strong, synergistic relationships and partnerships across the state with educators, Network and community partners, business and government leaders, and donors that lead to collective impact
- Alignment of the mission, strategy, and activities of Washington STEM so that all resources are serving the needs of Washington students to the fullest capacity
- Expansion of the total number of students served with a focus on youth underrepresented in STEM, including students of color, girls and young women, and students living in poverty and/or rural areas
- Continued increases in the number of students who have the educational credentials, career interest, and preparedness to step into high-demand, family-sustaining STEM careers
- Increased and diversified base of philanthropic support



IDEAL CANDIDATE

You have a strong personal alignment with Washington STEM's mission and values that will allow you to articulate the need for our work in ways that resonate with different sectors and audiences around the state. You are fearless about fundraising and making the ask because you understand the urgency of the work needed to support students facing historic inequities in STEM fields. Because you understand institutional racism, structural oppression, and the limited economic mobility that exists in rural communities, you are able to engage in difficult conversations and ensure equity is woven into the fabric of our work internally and externally.

You are a hands-on, inclusive, and highly-engaged leader who makes decisions and gets things done. You are able to navigate and lead others through ambiguity. You lead with vision and are known for brokering effective, respectful partnerships across sectors or geographies that leverage the leadership, diversity, and expertise of those involved to achieve collective impact. Your partnerships are successful because you know when to lead, when to influence, and when to support. You are humble, giving credit where credit is due.

Your strong business acumen and experience allows you to drive strategy and execution. You recognize the importance of data-informed decisions but are flexible and responsive to changing priorities. Your leadership style is characterized by candid, clear, unpretentious communication, active listening, and a learning mindset. Your staff and partners would say you are inclusive, transparent, and accessible.

If you come from outside Washington state and/or outside the education field, you have the capacity to get up to speed quickly on the nuances of working with the legislature and education system in Washington state's diverse communities and regions. You are politically astute and understand the difference between policy and advocacy. You enjoy being out front and in public, communicating easily with business, government, and philanthropic leaders as well as education professionals across the state.



PREFERRED EXPERIENCE/BACKGROUND

- Familiarity with the issues faced by students of color, young women and girls, and students living in poverty and/or in rural communities whether through personal or professional experience
- Demonstrated success developing and nurturing strategic alliances with partner organizations and unifying, managing, and influencing diverse stakeholders toward collective impact
- Accountability for the fiscal health of an organization or program; can provide examples of identifying, pursuing, and successfully soliciting new sources of funding
- Skilled management of complex enterprise or network partnerships through sustained growth and scale in the public, social, or private sector
- Proven participatory and inclusive leadership style that fosters diversity, equity, high performance, respectful collaboration, and accountability
- Effective engagement of a high-profile board of directors
- Understanding of education and workforce policy landscape, especially in Washington state, and the intersection of business and government in shaping policy and pathways

To Be Considered

Washington STEM is a proud equal opportunity employer committed to an inclusive work environment and to building a team that reflects the rich diversity of our community. People of color, people with disabilities, and people of diverse sexual orientations, gender expressions, and identities are encouraged to apply. To be considered, please submit your resume and a cover letter expressing your specific interest in and qualifications for this role via [Waldron's Candidate Web Portal](#).

Washington STEM's compensation is based on a blended rate of corporate and nonprofit market salaries. The salary range for this position is \$226,800-\$340,200 and will be commensurate with candidate qualifications and experience.

The search for the next CEO of Washington STEM is being assisted by a team from Waldron. If you have any questions, please reach out to our team at wa.stem.ceo@waldronhr.com.

Melissa Merritt
Principal, Executive Search

Direct: 415.829.3756

Mikkell Roeland
Search Director

Direct: 206.792.4222


Heather Mohler
Engagement Manager

Direct: 206.792.4311

Celene Haque
Administrative Associate

Direct: 206.462.6189





Waldron is honored to work with Washington STEM in the search for a Chief Executive Officer. We believe in and support the work of Washington STEM, and we are doing our best to recruit a talented leader who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and Washington STEMs realize their full potential and increase their impact.