



JOIN THE RECRUITMENT TEAM

If you believe more leaders are needed to drive systemic change in the fight for educational equality, then the recruitment team is for you.

Teach For America's Recruitment Team (RT) is charged to recruit an outstanding and diverse corps of leaders to expand opportunity and access for all children, fueling the broader movement towards educational equity across our 51 placement regions. In this pursuit, the Recruitment Team engages with leaders across college campuses and professional career sectors to discuss the challenges of educational inequity in the USA and recruit promising leaders to choose the corps as a means of expanding opportunities for kids while building a long-term commitment to educational equity. The team identifies and inspires thousands of potential corps members on college campuses and from multiple career sectors to apply to and join Teach For America—fueling the political, social, and economic future of this country.

Recruitment Manager (RM) Teach For America seeks Recruitment Managers (RMs) who will compel top leaders to join Teach For America and contribute to the movement for educational equity in communities across our country. As a Recruitment Manager, you will create visions and strategic plans for your campaigns, identify and cultivate diverse top prospects to act, and inspire a broad network of constituents to build a large, diverse, and talented corps. You will be on the front lines of the Recruitment Team's undeniably consequential work, fueling TFA's theory of systemic change and the broader movement for educational equity across the nation. Aligned with the Recruitment Team's deep conviction around leadership, you will receive extensive training, ongoing coaching, and professional development to innovate and achieve success.

Recruitment Managers are responsible for:

- Setting a bold vision and direction for an ambitious campaign to inspire, enlist, mobilize extraordinary, diverse future leaders - people who have massive leadership potential and are on a trajectory to be leaders and influencers in our society - to become Teach For America corps members and join the movement for educational equity
- Building, developing, and cultivating strong relationships and networks - both internally and externally - to advance the recruitment campaign. Influence candidates, external stakeholders, and internal partners to achieve bold outcomes.
- Working across teams to plan, execute, and improve strategy, using data-based tools to identify gaps, patterns, and opportunities within campaigns and develop solutions to achieve outcomes.

A strong RM candidate:

- Demonstrates a deep conviction to Teach For America's mission, approach, and commitment to Diversity, Equity, and Inclusiveness.
- Acts strategically, using data to make timely and informed decisions to prioritize actions that matter and have the greatest impact on campaign effectiveness
- Possesses orientation around attaining ambitious goals and have a strong track record of achievement, and drive to continually strive to increase impact.

- Builds relationships and communicates clearly, compellingly, and strategically (both verbally and written) across lines of difference and in multiple contexts - 1:1, small groups, large audiences.

RM's spend their time...

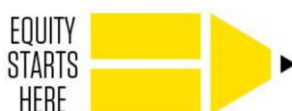
- Engaging with TFA corps candidates, at different stages of the applicant continuum, virtually and in person.
- Engaging with influencers in campus community (career service office, professors, etc).
- Planning and executing events (classroom visits, career fairs, panel discussions, dinners, and happy hours).
- Mobilizing TFA alumni to support your recruitment campaign.
- Managing and coaching a team of on-campus interns, TFA Ambassadors.
- Planning and executing TFA marketing and brand awareness strategy.
- Coordinating with local TFA Regional team, investing them in recruitment campaign.
- Collaborating with recruitment teammates on campaign strategy and execution.
- Analyzing recruitment campaign data, and using it as a foundation for strategic decision-making, addressing opportunities and solve problems.
- Evaluating corps applications and interviewing candidates.

Application Steps	Key Actions	Key Dates
Initial Application <ul style="list-style-type: none"> ✓ Resume Upload ✓ Reference Submission ✓ Location Preferences ✓ Short Answer Responses ✓ Video Reflection 	Application Open	Window 1: December 6, 2019 Window 2: January 13, 2020
	Application Deadline	Window 1: January 10, 2020 Window 2: March 5, 2020
	Initial Application Status Update/Skills Activity Assignment	Window 1: February 3, 2020 Window 2: March 25, 2020
RM Skills Activity <ul style="list-style-type: none"> ✓ Recruitment Strategy Exercise ✓ Video Submission ✓ Writing Exercise 	Skills Activity Status Update / Interview Invitation	Window 1: February 13, 2020 Window 2: April 10, 2020
RM Final Interview – In Person <ul style="list-style-type: none"> ✓ Personal Interview with RT Leadership ✓ RM Role Play ✓ RM Strategy Interview 	Interview Window (interviews will occur over two consecutive days within this window, location TBD)	Window 1: March 10-13, 2020 Window 2: May 5-8, 2020
	Interview Decision Update / RM Offer	Window 1: April 13, 2020 Window 2: May 20, 2020
	Begin Role as RM	July 2020

Commitment to Our People:

We bring incredible leaders onto our team, challenge and support them to achieve ambitious goals—and reward them when they do. We provide all new hires with four full weeks of initial training, managers who are talented coaches, and a robust ecosystem of data analytics, strategy research, technology, and other resources to leverage in their campaigns. We are an outcomes-driven team with clear measures of success, performance management systems, and rapid promotion opportunities for people who excel in their work.

Access the job description and application at: www.teachforamerica.org/careers



TEACH FOR AMERICA