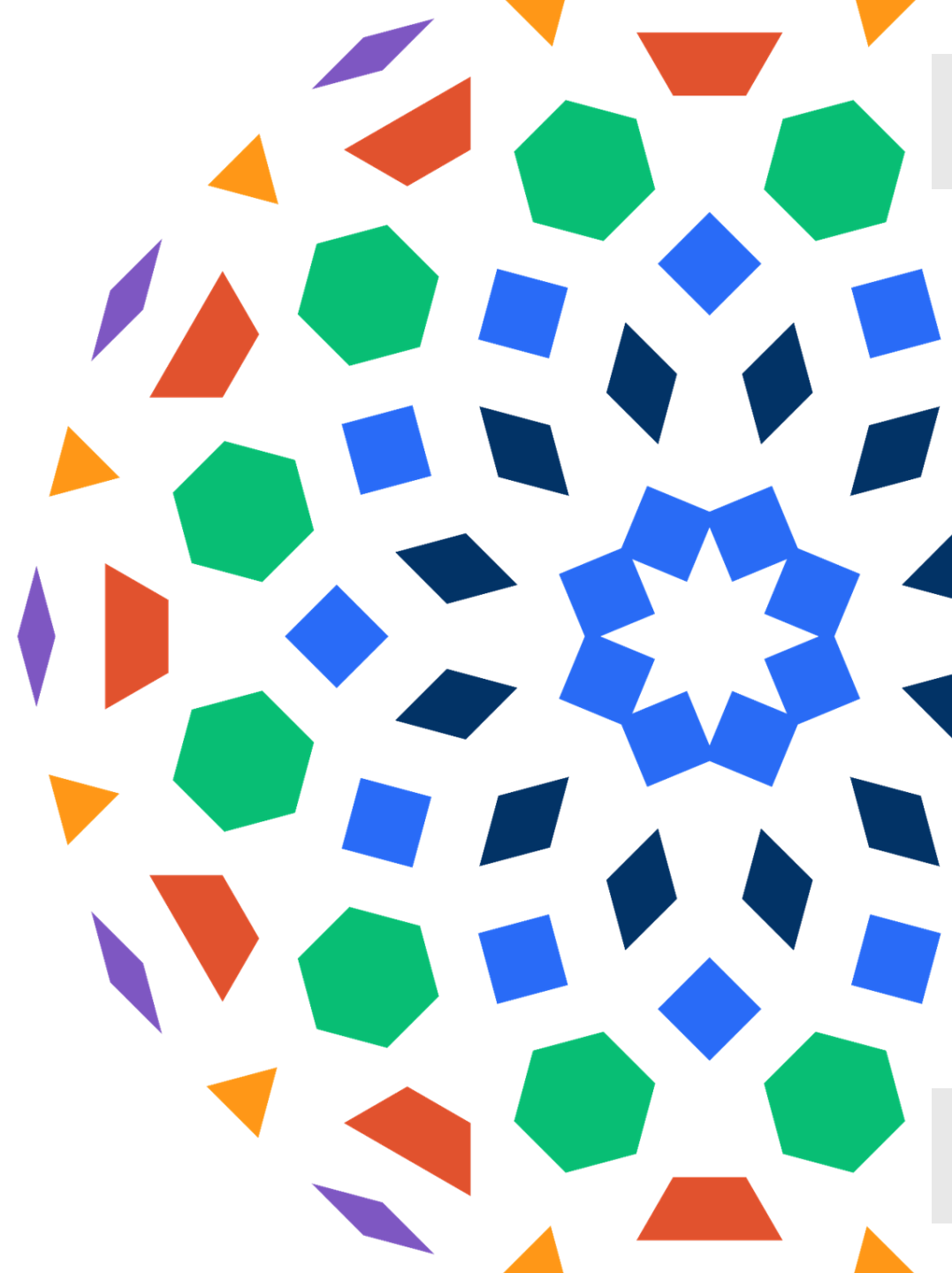




Education Development Center Chief Executive Officer

Position Specification

2024



Mission & Vision

Education Development Center (EDC) works with partners worldwide to advance every person's journey to learn, work, and be well.

For more than 65 years, the organization has been a catalyst for community-led initiatives that promote sustainable change and advance solutions to the world's most pressing challenges.

Across the globe, EDC works alongside partners to champion human development, prosperity, and opportunity. The core pillars of the organization's work—education, economic development, and health—form the foundation that enables individuals and communities to thrive.



EDC At-A-Glance



1958

EDC was founded by MIT scholars and researchers



300+

Projects managed annually by EDC



1,300

Employees



\$200

Million FY24 operating budget



80 + 50

Countries

States in the U.S.

REGIONS: Africa, Asia, Europe, Latin America and the Caribbean, Middle East, and the United States



Funders include Amgen Foundation, Bill & Melinda Gates Foundation, Carnegie Corporation of New York, Heising-Simons Foundation, J.P. Morgan Chase Foundation, LEGO Foundation, Mastercard Foundation, McCormick Foundation, National Science Foundation, NASA, The Wallace Foundation, U.S. Agency for International Development, U.S. Dept of Defense, U.S. Dept of Education, U.S. Dept of Health and Human Services, UNESCO, World Bank Group, World Health Organization

People:

Board of Trustees; Leadership; & Staff

Financials:

Financial Overview 2023

The Work

EDC has always seen education, youth and economic development, and health as interlocking pieces that foster greater human potential. By working within and transcending these sectors, the organization addresses the multifaceted challenges that affect us all.

◆ Learn

Education is not merely the acquisition of knowledge but the ignition of potential. It is the spark that propels individuals toward a future rich with opportunities. EDC is dedicated to fostering learning environments that enable minds to explore, question, and innovate.

Areas of expertise:

- Early childhood development and learning
- Primary and secondary education
- Higher education
- Teacher professional learning
- STEM
- Out-of-school learning

◆ Work

Meaningful work is a cornerstone of human fulfillment. Economic opportunities are not just avenues for financial prosperity, they are bridges to purposeful contributions. EDC is committed to cultivating environments where work is a vehicle for personal growth, equitable community development, and global progress.

Areas of expertise:

- Career and technical education
- Future-ready skills
- Youth skills and economic development
- Innovation and entrepreneurship

● Be Well

Health is the bedrock upon which thriving societies are built. It is not merely the absence of illness but the presence of holistic well-being. EDC recognizes that achieving physical and mental well-being is connected to the environments, structures, and relationships that nurture resilient communities.

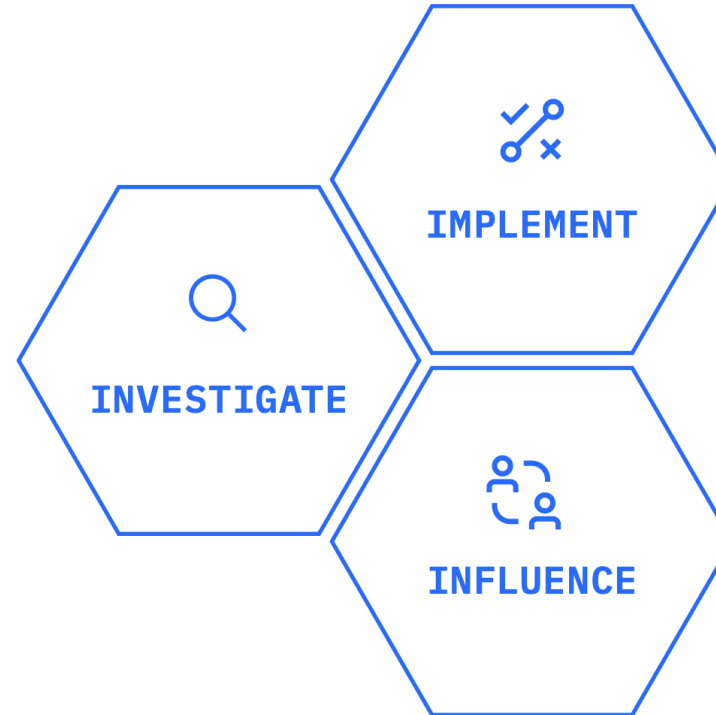
Areas of expertise:

- Aging
- Behavioral and mental health
- HIV/AIDS prevention and care
- Maternal, child, and family health
- School health
- Sexual and reproductive health
- Suicide, addiction, violence, and injury prevention

Transformation Strategy

Whether refining an idea through research, establishing a collaborative approach to implement that idea within a community, or shaping national policy, EDC excels as a technical leader and a collaborator.

INVESTIGATE: EDC starts with [data](#), crafting research questions that center people's strengths and needs and drawing on the latest technologies to deliver new insights. The organization conducts [rigorous, independent, unbiased research](#) that is culturally sensitive, identifies barriers to progress, and unveils opportunities for change. Data informs EDC's [designs](#) and the [development](#) of cost-effective solutions and tools and how the organization distills [recommendations for decision-makers](#) in a compelling and accessible manner.



IMPLEMENT: Alongside partners, EDC [develops and implements](#) evidence-backed programs that fit diverse cultures, contexts, strengths, and needs. The organization also conducts [evaluations](#) of program effectiveness. The aim is not to deliver a finite program that responds to an isolated problem, but to build and sustain long-term capacity to allow partners to make and sustain change.

INFLUENCE: EDC uses the shared expertise of staff to build diverse [coalitions](#) for change, influence [policy](#), mobilize [investments](#), and [scale](#) efforts regionally and globally. Coalition building is a powerful way EDC brings people together to share ideas, build relationships, and create change.

Impact

By strengthening systems, championing people, and developing resources, EDC has had incredible impact and global reach over its 65 years.

65

Years of developing innovative, award-winning science and mathematics curricula

14K

Small businesses launched in Sub-Saharan Africa

10K

Families supported in the U.S. through the Home Visiting Collaborative

15M

Students

+

1M

Learners participated in EDC's workforce development programs

1.6M

People reached with suicide prevention training programs and trained **400+** health care organizations in the U.S.

100M

Learners experience improved educational outcomes across **25** countries through interactive audio instruction

300,000

Teachers received transformed literacy instruction around the world

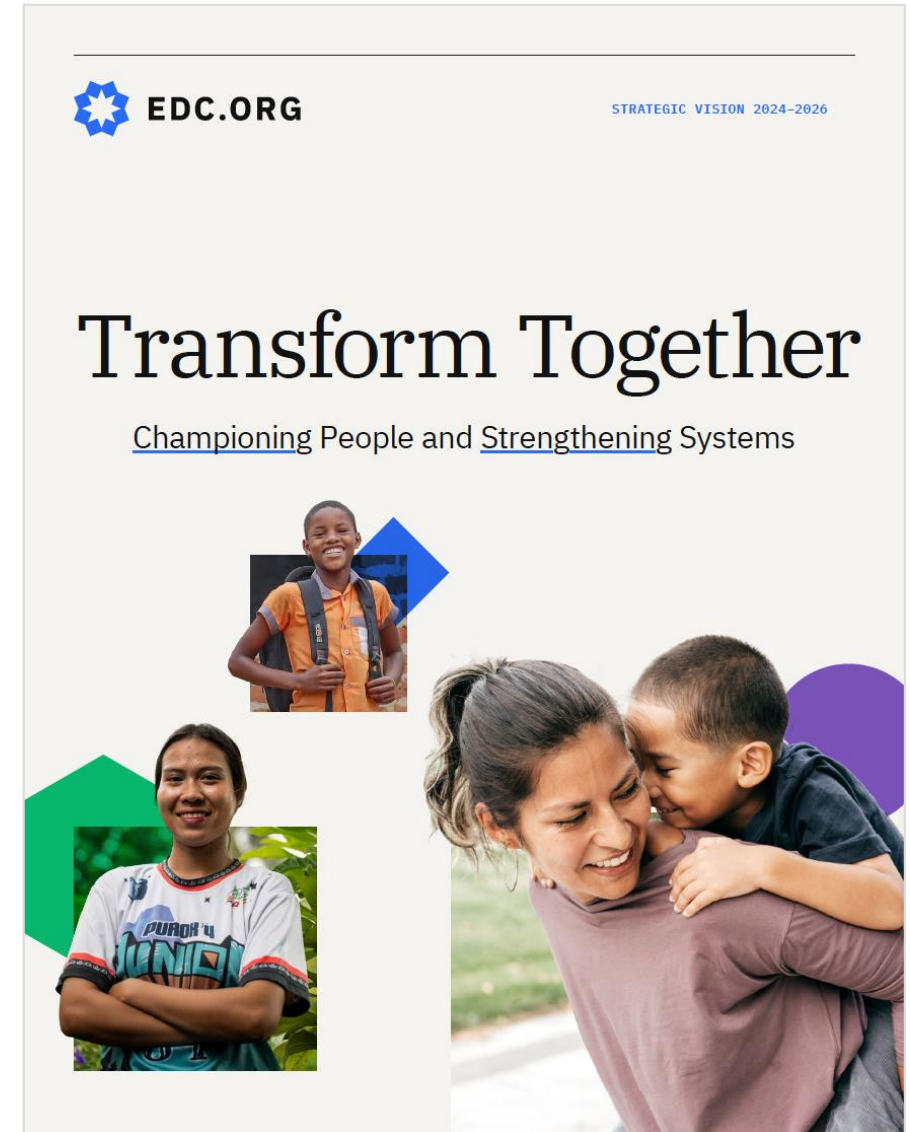
EDC's Strategic Vision

To respond to the needs of the world today, the organization is working toward a new strategic vision - Transform Together - that will guide the next chapter of its work.

This vision builds on EDC's powerful social impact legacy while demonstrating greater ambitions to create equitable and lasting change.

The more than 1,300 people who make up EDC don't want to merely respond to the changing world—they want to actively help shape it for the better.

To create equitable and lasting change, EDC will continue to root its work in partnerships founded on respect, programs owned and led locally, and power that is shared.



EDC's Four Ambitions

In response to urgent global needs and governmental priorities, EDC's Transform Together lays out four cross-cutting ambitions that will allow the organization to address the interconnected challenges to learning, working, and being well. Over the coming years, EDC staff will work collaboratively and creatively toward a world where...

01 Children have quality education and care in their crucial early years.



02 People have the skills, agency, and resilience to flourish in a changing world.



03 Teachers and education systems are equipped to meet the ever-changing needs of learners.



04 Everyone's well-being is enhanced by safe environments, quality health care, and nurturing relationships.



Spotlight Initiatives

Transform Together also includes a few spotlight initiatives that illustrate the tremendous potential to build on EDC's expertise and reach to lead in today's critical areas.

Early Years



First 10

Helping communities bring greater cohesion to their child- and family-serving educational programs and systems.

Green Skills



Our World, Our Work

Advancing inclusive youth-centered workforce development in green and blue economies that prioritizes the creation of new jobs and the greening of existing jobs.

Mental Health



Education + Wellbeing

Helping educators provide high-quality academic instruction in an environment that integrates mental health and social and emotional learning for students as well as support for teachers, support staff, and administrators.

The Position

Title	Chief Executive Officer
Location	Greater Boston, New York City, or Washington, D.C.
Reports To	Board of Trustees, Education Development Center
Budget & Staff	~\$200M; ~1,300 staff worldwide
Summary	For more than 65 years, EDC has catalyzed initiatives and solutions to address the world's most pressing challenges across the areas of education, health, and economic opportunity. In the face of a rapidly changing, uncertain world, EDC's work has never been more important.

Recognizing that today's interconnected challenges need interconnected solutions, EDC has articulated its strategic vision, Transform Together, to capture how EDC will deliver impact and continue to advance every person's journey to learn, work, and be well. Through Transform Together, EDC is working to strengthen systems, champion individual people, and develop critical resources and, ultimately, move closer to realizing a world where all people are empowered to lead healthy, productive lives.

Against this backdrop, EDC seeks a strategic, visionary leader who can leverage the talent and expertise of a skilled team, manage a complex global organization, and take EDC, and its impact, to the next level. To do this effectively, the CEO will need to elevate EDC's reputation and recognition, both domestically and abroad, and cultivate new and expanded partnerships with government agencies, foundations, corporations, and other philanthropic funders.

This is an exciting role for a leader looking to have global impact at scale and energized by multidimensional work spanning numerous regions and subject areas. Through their work, EDC's next CEO will have the opportunity to impact the lives of millions of people all around the world.

The Position Cont.

Primary Roles & Responsibilities

- In partnership with the Board of Trustees and Senior Leadership Team, actualize Transform Together and continuously develop new strategies to expand EDC's impact, proactively drive new ideas in the marketplace, and diversify revenue streams.
- Lead and empower a strong team that brings deep expertise and institutional knowledge of EDC; deploy the talent of this team and support leaders in mobilizing their respective teams to action. Advance professional development opportunities for staff at all levels.
- Report directly to the Board of Trustees and keep them abreast of critical updates in strategy, financials, management, etc., as appropriate; lead all engagement with the Board of Trustees.
- Continuously cultivate and uphold an organizational culture that values collaboration and respect and prioritizes equity. Implement strategies to advance the principles of equity, diversity, and inclusion across EDC and its work.
- Serve as an external spokesperson and ambassador for EDC; elevate awareness of EDC's work, impact, and brand.
- Cultivate new, and maintain existing, partnerships with critical funders: government agencies, foundations, corporations, individuals, and more, with a focus on further diversifying EDC's revenue portfolio.
- Ensure that EDC's internal infrastructure, systems, and structures support the organization efficiently. Steward and support the internal functions (finance and administration, IT, operations, legal, HR, etc.) that enable EDC's programmatic work.
- In partnership with the Chief Financial Officer, Chief Operating Officer, and the Senior Leadership Team, oversee the formation of the annual budget and safeguard the organization's finances and resources; ensure EDC complies with all federal contracting, nonprofit, and other government regulatory requirements.

The Person

Pivotal Experience & Expertise

Management at Scale

Brings senior leadership experience within a complex, matrixed organization at scale, in either the nonprofit, government, academic, or corporate sectors. Ideally brings management experience of a global organization or unit, with staff dispersed across the U.S. and globally.

Strategy & Vision

Proven experience developing and executing a strategic vision: consistently measuring progress, iterating where necessary, and holding themselves and the team accountable to achieving critical benchmarks.

Revenue Generation & Partner Engagement

Experience navigating and building authentic relationships with external partners and a track record of revenue and/or business development with government agencies, foundations, corporations, individuals, and more.

Industry & Sector Experience

Experience in one of EDC's critical areas of focus (education, health, or economic development), or a tangential area, preferred. Brings an understanding of the sector, track record for competitive positioning, and credibility in the market.

Culture Impact

Collaboration & Trust

Possesses high emotional intelligence and the ability to build collaborative relationships with senior leaders and a large, dispersed staff. Excellent listener who seeks to empower others and catalyze and leverage existing talent within the organization.

Inspire & Influence

A leader who cultivates buy-in, leads through influence, and can inspire different groups to action. Brings passion and energy for the mission of EDC in all that they do.

Global Thinker

Brings a global perspective and understands the complexities inherent in managing across global systems, cultures, and contexts. Deeply committed to ensuring equity in their work and inspiring an organization to demonstrate that commitment.

Intellectual Curiosity

Enjoys thinking and working across different issue areas, is eager to listen, learn, and adapt, and demonstrates a curiosity about the varied, unique aspects of EDC's work.

Engagement Team

J.J. Cutler
Partner, Social Impact
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Jackie Zavitz
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Abby Gorman
Principal, Social Impact
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Sara Szynal
Associate, Social Impact
sszynal@heidrick.com

Nominations and applications should be directed to: edcceo@heidrick.com.

Salary Range: Compensation for this role will be determined based on experience, skill set, and location, with an anticipated salary of approximately \$500,000.

EDC is an Affirmative Action/Equal Opportunity Employer and is committed to enhancing the diversity of its workforce and ensuring an equitable and highly inclusive work environment. EDC is a smoke-free workplace, and offers a supportive work environment, competitive salary, and excellent benefits. Women, minorities, veterans, and individuals with disabilities are encouraged to apply.

Research shows that individuals from historically marginalized groups find themselves meeting many of the criteria of a job posting, yet doubting if they should apply. EDC values and strives for a diverse, equitable, and inclusive workplace. Equity and excellence are inseparable. If you meet some of the preferred requirements, but not all of them, and feel aligned with EDC's vision and mission, you are encouraged to apply.