

Job Title: Growth & Partnerships Lead

Start Date: ASAP

Location: Flexible within the United States

Reports to: Chief of Staff

The Opportunity

At Bright Morning, we have the incredible honor of bringing new learning practices to educators across the globe in pursuit of a world where every student gets what they need, every day. The Growth & Partnerships Lead is a new role in our organization and will play an integral role in making this happen by increasing the number of new-to-us large groups engaging in our paid learning experiences and cultivating our current large group partners through the client life cycle.

The ideal candidate will have proven experience and an impressive track record in a sales and client cultivation role. We're searching for a systems thinker, relentless executor, and relationship builder who possesses a deep understanding of, and alignment with, Bright Morning's mission and approach.

Your Team

You'll work alongside a small but mighty team who roll up their sleeves to get the work done while centering the humanity of each individual along the way. We operate in ways you've likely experienced before, like weekly check-ins and coordinating project plans. And we operate in ways you might not have experienced before, like processing and revealing our feelings, having unflinchingly candid conversations and teaching each other [our drama classes](#). Our team is spread across the United States and as such, we rely on resources such as Zoom and Slack to build relationships with each other and stay connected. We come together in-person twice a year for a full team retreat.

Who You Are

- You know that equity is *everything* and your commitment to creating a just and equitable world informs everything you do, inside and outside of work. You know that social change begins within each individual, and you are committed to exploring your own behaviors, beliefs and ways of being. You prioritize learning about yourself and about others, and you translate your knowledge into action. This allows you to consistently identify and productively challenge problematic beliefs, behaviors, and systems, and to generate trust and connection across lines of difference.
- You deeply believe that selling a great product is an incredible opportunity for both parties, and you have a proven track record of closing deals. You bring products and opportunities to life with clear, concise, dynamic stories directly aligned with a prospective client's needs and motivations.

- You are an incredible relationship builder. You can capture the attention of an audience, and skillfully facilitate a meeting. People feel known and valued by you, because they are. Your skills in [active and intentional listening](#) are exemplary.
- You thrive with “just enough” guidance, are an exceptional problem solver and can create order out of chaos. While you **love** a plan, no one has ever called you rigid. You’re nimble and comfortable with ambiguity, able to take a high level vision, develop a comprehensive strategic plan, invest stakeholders, and manage the execution down to the last detail. Once an assignment is in your hands, it’s as good as (exceptionally well) done.
- You love finding new and better ways to get the job done. Simplifying processes and increasing efficiency is your love language. Designing a new system to make things run more smoothly? You can’t wait to dive in. A new platform to explore? Let’s see it! You are tech savvy (CRM, CMS, API all mean something to you) and love to learn.
- You are a chess master. You see the whole board and have an exceptional ability to see and orchestrate the cascading implications of decisions within organizations and across functions while considering the varying needs of multiple stakeholders. You know that technical fixes have a place, but adaptive approaches normally win the game.
- You are low maintenance and drama free. If there’s a problem, you take it straight to the source. People describe you as “direct” and “candid.” Gossip? Nope, you shut that down. You have no interest in paying the [drama tax](#), and are committed to making sure that colleagues don’t either. But there’s no shame in your game. Your exceptionally high emotional intelligence allows you to read the emotions of others and to respond in a way that honors the person and skillfully supports them in moving through.
- You hold an absolute belief that you are enough, *and* you are committed to being the best version of yourself possible. A new framework to help you think about leadership development? You can’t wait to dive in. You’re the first to ask for feedback, and consistently implement your learnings to improve future performance.
- Remote work *works* for you. You love hopping on Zoom for meetings to connect with your team, and also savor your dedicated solo work blocks. While you form meaningful relationships with your colleagues, you also sustain the level of social connections you need outside of work so that you don’t struggle with feeling isolated or disconnected in the virtual world.
- You know what it means to thrive and have developed a deep and wide tool box for engaging with life and all of its ups and downs. You have a nurturing community and have implemented habits and rituals to get your needs met.
- You take the work seriously, but you don’t take yourself too seriously. You bring good energy, fun, laughter and a high level of cooperation. You’re able to form connections that enable others to carry their burdens with greater ease.
- You feel a deep connection to [our mission and approach](#).

What You’ll Do

- **Lead partnership identification, assessment and cultivation for new partners**
 - Strategize with senior leadership to develop a pipeline of prospective new partners

- Develop and execute outreach strategies to engage prospective new partners, including crafting proposals and leading pitches to close deals
- Track and analyze the efficacy of outreach strategies to ensure timely adjustments necessary to achieve goals
- **Own the full client life-cycle from intake form to ongoing relationship**
 - Expertly manage all elements of the prospective client intake process, including needs assessment, customized learning pathway recommendations, and contract creation
 - Create and implement prospective client cultivation cycle that translates into successful sales
 - Serve as the primary contact for all contracted work (keynotes, organization-specific workshops, etc). This includes client communication, scheduling, presenter coordination, platform preparation, etc.
 - Engage in ongoing client cultivation, including sharing of new programming opportunities, and monitoring the impact of learning experiences over time
- **Establish, capture, evolve and refine internal team systems and processes**
 - Identify opportunities for introducing new and evolving existing, systems, processes, structures and platforms to increase efficiency and impact
 - Meticulously capture the behind-the-scenes “how to” of the role, ensuring comprehensive knowledge sharing with current and future team members

While this description is meant to provide an overview of the primary responsibilities of the Growth & Partnerships Lead, we are seeking candidates who demonstrate flexibility and can adapt to evolving needs in an entrepreneurial environment.

What You'll Bring

- A minimum of 10+ years of professional experience, including significant experience in partnership management, sales, or an equivalent role
- A track record of developing strong, measurable and successful strategic partnerships that yield financial, impact and/or programmatic goals for an organization
- Strong analytical skills, with an ability to conduct qualitative and quantitative analyses
- Strong process orientation, with a focus on continuous improvement and creating new and better ways for an organization to be successful
- Exceptional communication skills, the ability to both listen and intuit the needs of clients and process large amounts of information and translate it into concise proposals in real time. Familiarity with Bright Morning offerings and training in Transformational Coaching is a plus
- A sophisticated understanding of your own intersectional identity and a demonstrated ability to generate trust and connection across lines of difference
- A nuanced understanding of the education sector, including the needs and lived realities of the educators we serve

Compensation

We are committed to competitiveness, pay equity and performance-based rewards. For each role we hire for, we establish the compensation band in which the open role fits. Generally, we expect all candidates that meet the hiring criteria to be offered the entry point of that band. The entrypoint of this band is \$103,000 plus eligibility for performance-based bonuses. The actual level of the successful candidate (and corresponding salary) will be based on compensable factors such as job-relevant education, job-relevant experience, training, demonstrated competencies, and other relevant factors.

It is important to note that we do not negotiate the offered salary during the offer conversation. Throughout the interview process, we will evaluate your alignment with the compensable factors listed in the job description. From there, we will determine your starting salary on a level within the compensation band.

Here are the other ways that we take care of our employees:

- Eligibility to participate in a Simple IRA with a 3% employer match
- Flexibility to work from a remote location on a mutually agreed upon schedule
- 10 days of flexible paid time off in year one of employment (number of days grows each year)
- 14 days of paid company-wide “rejuvenation” days (three, one-week intervals where all team members are off work at the same time)
- 13 days of paid company-wide holidays
- An annual allowance and a one-time remote work set-up allowance
- An annual wellness stipend

Please note that Bright Morning’s benefits package currently does not include health insurance.

To Apply

Bright Morning Consulting is an equal opportunity employer, committed to racial equity and social justice, and we make a particular effort to recruit people who identify as Black, Indigenous, and other people of color to apply for open positions.

To be considered, [submit this form](#).

Applications will be reviewed and interviews offered on a rolling basis. We hope to have this role filled no later than January 31, 2023.

Note: Please do **not** contact Elena directly regarding this opportunity as she does not have the capacity to respond to individual inquiries. Historically we have been overwhelmed with interest to open roles and anticipate this is likely to happen again. We will be in touch if you are invited to move forward to an interview. If you need support, please send an email to info@brightmorningteam.com.