



Position: Senior Director, Basta Fellowship

Start date: July 2024

Location: Greater NYC area (ability to commute ~1/week required)

Salary Range: \$120,000 to \$160,000 is the hiring salary range

ABOUT Basta

Since 2016, Basta has worked with thousands of first-generation college students of color to launch their careers and change the face of leadership in the workforce, resulting in the country's best job placement outcomes. Through personalized AI-powered career planning, best-in-class coaching, and networking with top 100 employers, New York-based job seekers in Basta's Fellowship program find great jobs at nearly twice the rate of their peers. Our Powered By Basta program is scaling this impact through game-changing analytics and online support that supercharges colleges' career success programs so students nationwide can accelerate their professional journey.

SCOPE AND PROBLEM

American undergrads are facing a job market beset by systemic underemployment. The problem is especially severe for the nearly 5 million first-generation college students: only 44% of first-gen students of color land a job that requires their degree, and only 20% earn a living wage within a year of graduation.

These trailblazers have the smarts, skills, and experience to land a job that leverages their degree, pays well, and forges a path to a thriving career. Basta partners with colleges, nonprofits, and employers to build that bridge of opportunity.

ABOUT THE SENIOR DIRECTOR, BASTA FELLOWSHIP

The Senior Director, Basta Fellowship will lead BASTA's flagship direct-to-student offering, the Basta Fellowship. You will lead a cross-functional team of facilitators & career coaches to deliver on the Fellowship's promise to young people: job placement rates of 75%+, among the highest in the country. You will oversee the full Fellowship experience, including application and selection, in-person and virtual workshops and events, 1:1 and 1:many career coaching sessions, and job matching and placement, and have ownership & responsibility for the Fellowship's outcomes. By articulating, modeling, and supporting an internal culture of outcomes-oriented continuous improvement, you'll ensure each young person has an excellent experience in the Basta fellowship through maintaining high standards & accountability for both direct reports and teammates across the organization that support the Fellowship.

The ideal candidate will be excited to own the signature program of an ambitious and evolving organization. This might be the opportunity for you if you see an enticing challenge in the idea of balancing proven practices with innovative approaches and believe that rigorous cycles of reflection, data analysis, and testing are the key to maintaining a track record of results.

RESPONSIBILITIES

- Ensure Fellowship best practices are executed with fidelity while simultaneously testing new ideas and technology to improve the experience for young people
- Articulate, model, and support an internal culture of outcomes-oriented continuous improvement
- Hire, coach, evaluate, and retain a high-performing team of both full-time and contract staff serving as coaches and facilitators



- Ensure Fellowship best practices are executed with fidelity while simultaneously testing new ideas and technology to improve the experience for young people
- Maintain a finger on the pulse of entry-level hiring in New York City and lead the team in being responsive to market trends and evolutions
- Implement effective observation, reflection and feedback cycles to ensure staff members grow and the program evolves in data-driven ways
- Build and maintain effective collaborations across multiple internal Basta teams, particularly Employer Partnerships, Marketing & Comms, and Program Operations.
- Collaborate with data team and support data collection, analysis of program outputs, outcomes, and trends and develop strategic plans for improvement

ABOUT OUR IDEAL CANDIDATE

You could be our Director of Fellowship if:

- You believe deeply in the inherent value and potential first-generation grads bring to the workplace and are excited to build an organization that supports them in achieving their career goals
- You've worked with young adults (16-24 year olds) before and have 10+ years of professional experience, with at least 5 managing a team
- You bring a proven track record of effectively leading outcome-based programs and staff
- You have experience or familiarity with the entry-level hiring market in New York City
- You have that rare mix of vision and tactics that make other leaders admire you. You've managed a team, but you're not afraid to roll up your sleeves and get in the trenches yourself.
- You are comfortable with light-level data crunching and/or reading data sets and believe they are a primary input for assessing the effectiveness of a program
- You're an approachable, active listener who inspires trust and confidence from others. Your ego is secondary; you lead by example, embodying the notion of personal responsibility and encouraging others to build on your ideas, challenging them, and expanding them.
- You're comfortable working in a virtual environment using virtual communication/collaboration tools, including Google docs, Zoom, and Slack
- You have excellent written and oral communication skills and are able to influence and engage a wide range of stakeholders
- Bachelor's degree required