



EXECUTIVE DIRECTOR, KENZIE ACADEMY SOUTHERN NEW HAMPSHIRE UNIVERSITY

Position Summary and Application Process:

The Executive Director, (ED), Kenzie Academy leads the overall strategy and operations for Kenzie Academy and the skills and career-focused programs in technology-related fields for Southern New Hampshire University (SNHU). SNHU seeks an innovative educator and entrepreneur with a passion for technology, who understands the growing importance of micro-credentials and the evolution of higher education packaging and funding within and outside the context of accreditation.

Kenzie Academy is a software engineering and UX Design school that focuses on the skills needed for a career in technology. Kenzie Academy provides a variety of affordable, online technical certificate programs to support its mission of training future tech and software engineering professionals with a particular focus on those who have been underserved by traditional education systems in order to help them build rewarding careers in the field of technology. The Academy also serves career changers who have already attained a higher education degree. All programs are built in partnership with technology companies and designed by leading experts in the field with the essential skills needed for in-demand digital roles.

The Executive Director is responsible for leading strategy and future concepts development with the Kenzie Academy team, facilitating the vision, defining tactics and implementing a plan for the expansion of programs and services. SNHU seeks a flexible and adaptable leader who is comfortable working with a variety of platforms and media; leading, managing, and mentoring a team, and helping it grow with deep knowledge of best practices.

Started in 2017, Kenzie Academy offers three certificate programs ranging from 4 months to 12 months. It has a proud workforce of 140 faculty and support staff with an annual budget of about \$20M.

The Executive Director will serve as leader of Kenzie Academy within the SNHU ecosystem with the support of a diverse staff of technology experts and will be responsible for the following:

- Growing enrollments in Kenzie Academy programs
- Identifying, building, and delivering an expanding portfolio of career-focused short-term programs in technology fields
- Delivering high value to learners at an affordable price point
- Overseeing a financially sustainable portfolio of offerings
- Supporting a high performing and diverse team that reflects the diversity of the students the institution seeks to positively impact

Primary Duties and Responsibilities:

- Establishes the overarching strategy for expansion of the Kenzie Academy, including finding the right balance between identifying where best to draw upon the core competencies of SNHU and where to leverage the core competencies of Kenzie Academy to achieve its growth, outcomes, and impact goals
- Leads a team to translate Kenzie's growth strategy into defined goals and tactics so as to deliver upon Kenzie Academy's strategic direction. Sets clear and measurable goals with the team, aligns the whole team to pursue those goals, and holds the team and himself/herself accountable for the progress being made
- Leads the team towards greater financial sustainability, expansion of programs, and improvement of outcomes for learners
- Leads the expansion of the Kenzie Academy portfolio, including market research, viability assessment, pricing development and delivery
- Leverages the diverse backgrounds and experiences of the team to improve outcomes (strategic, tactical, financial, and programmatic)
- Ensures adherence to processes, adheres to, and complies with, all state, federal and university policies, as well as with Title IV and accreditation rules
- Other operational duties as assigned
- Oversees the development processes, reviews work for the team, and recommends research to provide insight, identifies issues, defines problems, and proposes workable solutions.
- Maintains an agile, responsive and strategic mindset to support the rapid development of programs and credentials.

Minimum Qualifications:

- Minimum of 10 years' leadership experience in related field, preferably in leading the development of short-term, career-aligned credentials
- 3+ years as a leader, working in higher education, workforce training or an online customer-centric agile business
- Experience in leveraging technology to drive customer outcomes, business outcomes and completion by students

- Strong business acumen, has experience in aligning operating models to both business results and customer outcomes
- Demonstrated ability to lead, influence and inspire others to meet objectives that fulfill mission and purpose
- Established track record of building high performing and diverse teams
- Skilled at utilizing data and metrics to support decision making
- High energy and an entrepreneurial spirit
- Positive attitude and flexible, outside-of-the-box problem-solving skills
- Demonstrated skills in collaboration, conflict resolution and mutual gains negotiation

Preferred Qualifications:

- Master's degree in Instructional Design, Learning Science, Education, Organizational leadership or related field
- Experience in designing workforce training programs, working with certification and accrediting agencies
- Curious and innovative, with experience in curriculum and program design and certification
- A mature leader capable of leading a diverse group committed to innovation and experimentation

Working Conditions:

- Ability to travel to Manchester, NH and Indianapolis, IA on occasion as business needs dictate and to attend special events

Southern New Hampshire University is a private, nonprofit institution with an 85-year history of educating traditional-aged students and working adults. Now serving more than 100,000 students worldwide, SNHU offers over 200 accredited undergraduate, graduate and certificate programs, available online and on its 300-acre campus in Manchester, NH. Recognized as the "Most Innovative" regional university by U.S. News & World Report, and one of the fastest-growing universities in the country, SNHU is committed to expanding access to high quality, affordable pathways that meet the needs of each student. Learn more at <http://www.snhu.edu>

Southern New Hampshire University reaffirms its continuing commitment to afford qualified or qualifiable individuals an equal opportunity to compete for employment and advancement within the University. To ensure equal employment opportunity, Southern New Hampshire University shall not discriminate against any individual or group because of race, color, creed, ethnicity, sex, religion, national origin, citizenship, marital or parental status, disability, age, gender, gender identity or expression, sexual orientation, pregnancy, veteran/military status, genetic information, or on any other legally prohibited basis.

Southern New Hampshire University does not discriminate on the basis of sex in any education program or activity and is prohibited from doing so by Title IX. This requirement not to discriminate extends to both admission and employment at the University. Reports of discrimination or harassment, including sexual harassment, and any inquiries concerning the University's Sexual Misconduct Policy may be made to the University's Title IX Coordinator:

Please note that SNHU currently requires all employees who work on-site or travel on behalf of the university to be fully vaccinated for COVID-19. If this position requires either on-site work or travel on behalf of the University, please know that you will be required to present proof of COVID-19 vaccination prior to your start date unless approved for an exemption.

More information may be found on the Kenzie Academy's website, <https://kenzieacademy.edu> or at Greenwood Asher & Associates <https://greenwoodsearch.com/current-opportunities>

How to Apply

Greenwood/Asher & Associates, LLC is assisting SNHU in this search for the Executive Director of the Kenzie Academy. Applications and nominations are currently being accepted. For a full application package, please provide a cover letter, CV, and a list of five references. Confidential inquiries, nominations and application materials should be directed to Dr. Narcisa Polonio. Submission of application materials as PDF attachments is strongly encouraged. Initial screening of applications will begin immediately and will continue until an appointment is made.

Apply immediately for full consideration.

Please direct inquiries, nominations, and application materials to:

Narcisa Polonio, Ed.D.

Executive Team Leader for Community Colleges

E-mail: narcisapolonio@greenwoodsearch.com

Direct: 202-276-1983

