



# STATE OF CONNECTICUT



## *DEPARTMENT OF EDUCATION*

### *JOB OPPORTUNITY*

#### *TALENT OFFICE CHIEF TALENT OFFICER*

**PLEASE FOLLOW THE SPECIFIC APPLICATION FILING INSTRUCTIONS ON THE LAST PAGE**

**Open to:** The Public  
**Location:** 165 Capitol Avenue, Hartford, CT 06106  
**Hours:** 8:00 A.M. – 5:00 P.M.  
**File #** 61378  
**Salary Range:** \$121,126 - \$155,371

The Connecticut State Department of Education (CSDE) is currently recruiting for a Chief Talent Officer for the Talent Office. The person selected for this position will work under the leadership of the Commissioner of Education.

#### **GENERAL STATEMENT OF DUTIES:**

This is an exciting opportunity for an entrepreneurial and experienced professional to create and manage the human capital strategy, tools, and resources for the state's educator workforce. This person will implement expansive teacher and leader effectiveness initiatives. This person will also design and execute the strategy for improving preparation, recruitment, training, certification, professional development, and reward systems.

#### **EXAMPLE OF DUTIES:**

- Serve as a key thought leader and subject matter expert on all topics relating to teacher, principal, and superintendent effectiveness while successfully accounting for the political and operational complexities associated with large-scale transformation efforts;
- Manage and oversee the staff and operations of the Offices of Educator Preparation and Certification; Educator Effectiveness and Learning; and overseeing day-to-day operations of all the department's educator-related initiatives;
  - Serve as primary architect and then execute results of legislative and policy initiatives related to how Connecticut can:
  - Effectively measure and then improve the success of its teacher and educator preparation programs – specifically at state run university programs;
  - Design and build a performance based certification process that is highly regarded for both its substance and service quality to local educators;
  - Design and build a more robust educator and leader evaluation system that incorporates quantitative measures of student performance as well as reliable measures of teaching practice;
  - Develop and manage scalable professional development activities that expand Connecticut educators' and leaders' ability to collaborate around the timely use of data to diagnose students' learning progress and take steps to personalize instruction for every child.

- Advise the Commissioner on mission-critical strategic priorities, proposing bold solutions on a range of human capital issues relevant to the K-12 setting (e.g.: recruitment, preparation, certification, compensation, and evaluation);
- Identify best practices among local districts, other states, partner organizations and the broader non-profit and for-profit marketplace to ensure that the organization is bringing the best thinking to bear on its specific practices and approach to talent management;
- Identify and track key metrics to measure progress against internal and external goals;

**QUALIFICATIONS:**

**Knowledge, Skill and Ability:**

Considerable knowledge of and ability to apply management principles and techniques; considerable knowledge of relevant state and federal laws, statutes and regulations; considerable knowledge of philosophy and methods of education with emphasis on educational administration and management; considerable knowledge of objectives and purposes of educational services and programs; considerable knowledge of public school administration; considerable oral and written communication skills; ability to establish and maintain cooperative relationships with departmental professionals and administrators, administrative staff and higher education institutions, local school systems, other state and federal agencies, businesses, industry and labor; administrative ability.

**Minimum Experience and Training Required:**

An earned advanced degree and twelve (12) years of professional experience in the field of education or related areas.

**Special Experience:**

Two (2) years of the General Experience must have been in a managerial capacity in the oversight of the development or administration of an educational bureau, system, operation, school or service.

1. Managerial capacity is defined as full time managerial responsibility for a major program. Position will have supervisory responsibilities but the emphasis should be management activities defined as formulating program goals and objectives, developing and implementing program procedures, initiating program policies, developing and/or monitoring a budget.
2. For State Employees, the Special Experience is interpreted at the level of Education Bureau Chief.

**Substitution Allowed:**

1. A 092 Certificate (Intermediate Administrator), or 093 Certificate (Superintendent), or Sixth Year Diploma in Educational Leadership, or an Ed.D. (Doctorate in Educational Leadership) may be substituted for one (1) additional year of the General Experience.
2. An advanced degree and six (6) years of managerial experience in the oversight of the development or administration of an educational bureau, system, operation, school or service may substitute for the General Experience and the Special Experience.

**Special Requirement:**

May be required to possess an appropriate certificate issued by the State Board of Education.

**Preferred Experience and Training:**

- 5+ years of work experience with an emphasis on student achievement and demonstrated success driving improved performance as a leader of educators;
- A deep passion for education, a hunger to drive systemic change, and a commitment to the belief that all students can achieve at the highest levels;
- Expertise in educator-related reform issues, such as teacher evaluations, professional learning, and instructional improvement;
- Proven experience designing and executing a strategic and broad-based talent management initiative;

- Entrepreneurial and collaborative mindset with a track record of execution in a time of growth and change;
- Exceptional interpersonal skills, with demonstrated success navigating complex environments while building and maintaining relationships, across the organization's multiple internal and external stakeholders, such as staff, teachers, principals, unions, community groups and advocacy organizations, particularly in a time of growth and change;
- Ability to function as both a catalyst and coach, guiding people at all levels of the education system by utilizing a facilitative approach that results in advancing the learning and development of others;
- Experience managing change in large, complex environments with multiple stakeholders and a wide array of divergent points of view;
- Strong writing, communication, and presentation skills, with an ability to motivate and inspire a diverse set of stakeholders toward a common goal.

**APPLICATION PROCEDURE:**

Interested candidates should reference announcement #797, submit a letter of application and resume with details of experience and training, three (3) current professional references and an Application for Examination or Employment (CT-HR-12) which may be obtained from the Department of Education website at <http://www.sde.ct.gov> to: **Debra Paradis, Principal Human Resources Specialist, 165 Capitol Avenue, Room G-16, Hartford, CT 06106. Tel. # ( 860) 713-6695, Fax # 860 713-7011, e-mail [debra.paradis@ct.gov](mailto:debra.paradis@ct.gov) . All required documents must be submitted to be considered for interview.**

**Closing date for application:** **July 12, 2013**

**Anticipated date of employment:** **Immediate Upon Selection**

The State of Connecticut Department of Education is committed to a policy of equal opportunity/affirmative action for all qualified persons. The Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of **race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws. The Department of Education does not unlawfully discriminate in employment and licensing against qualified persons with a prior criminal conviction.** Inquiries regarding the Department of Education's nondiscrimination policies should be directed to: Levy Gillespie, Equal Employment Opportunity Director/American with Disabilities Act Coordinator, State of Connecticut Department of Education, 25 Industrial Park Road, Middletown, CT 06457, 860-807-2101, [Levy.Gillespie@ct.gov](mailto:Levy.Gillespie@ct.gov).

**AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**

#797  
6/13/13