



educational excellence from cradle to career

Austin will be recognized as a leader in education with a culture of educational excellence, cradle to career, embraced in every aspect of our community.

Job Title: Executive Director
Organization: Austin Aspires
Location: Austin, Minnesota
Reports To: Board of Directors
FLSA Status: Exempt
Full-Time

Join us in Austin, Minnesota – Where Opportunity Meets Community

At the heart of southern Minnesota, Austin is more than just a place to work — it's a place to belong. Known for its welcoming spirit, vibrant cultural scene, and commitment to innovation, Austin offers a unique blend of small-town warmth and big-city opportunity. Whether you're drawn to its scenic parks, diverse dining, or strong sense of community, Austin provides an exceptional quality of life for professionals and families alike. Come be part of a community that values connection, creativity, and growth. Just 40 minutes from Rochester and 90 minutes from the Twin Cities, Austin provides easy access to urban opportunities while maintaining a peaceful, welcoming atmosphere.

Position Summary:

The Executive Director of Austin Aspires is the chief executive officer responsible for advancing the organization's mission: to foster a community where all learners excel through shared vision, evidence-based decision-making, and collaborative action. This role provides strategic leadership, manages day-to-day operations, oversees fiscal and programmatic success, and serves as a visible advocate for equity in education and community collaboration.

Key Responsibilities:

Leadership & Strategic Vision

- Lead and implement the strategic direction of Austin Aspires in alignment with the collective impact framework.
- Cultivate a strong organizational culture centered on inclusive community collaboration.
- Represent the organization publicly to partners, funders, media, and policymakers.

Program Oversight

- Ensure the effectiveness and growth of key initiatives, such as the Aspiring Leaders of Tomorrow (ALOT) program, Early Childhood Supports, Mower County Mentorship, Aspires Tutoring, and CareerQuest.
- Oversee the implementation of trauma-informed, evidence-based programming in alignment with community needs.
- Guide data-driven decision-making and continuous improvement across all program areas.
- Engage in policy in a manner that is consistent with a 501c3 status.

Community Engagement & Partnership Development

- Build and maintain trusting relationships with a diverse range of community stakeholders, including schools, families, nonprofits, local government, and businesses.
- Engage with networks and partners at both the state and national levels, including Education Partnerships Coalition (EPC) and StriveTogether, to build parent advocacy, expand access to collective impact, and improve educational outcomes for students in a cradle-to-career approach.
- Serve as a convener and connector, fostering cross-sector collaboration to close opportunity gaps.
- Ensure youth and family voices, particularly those from historically marginalized communities, are authentically engaged in decision-making.

Fund Development & Financial Management

- Lead all fundraising efforts, including grant writing, donor relations, and cultivation of diverse revenue streams.
- Develop and manage an annual budget in partnership with the Board of Directors and finance staff.
- Ensure compliance with all funding and reporting requirements.

Staff Leadership & Organizational Management

- Hire, lead, mentor, and retain a diverse, high-performing team.
- Promote a culture of equity, shared leadership, and professional growth.
- Oversee operational policies and ensure effective administrative systems.

Qualifications:

Required:

- Bachelor's degree in education, nonprofit management, public administration, or a related field.
- At least 5 years of leadership experience in nonprofit, education, or public sector roles.
- Strong communication, relationship-building, and facilitation skills.
- Must be a visionary thinker and an adaptive leader
- Proven experience with grant management and nonprofit budgeting.

Preferred:

- Master's degree in a related field.
- Experience with the StriveTogether framework or other collective impact models.
- Familiarity with rural or small-city communities and culturally diverse populations.

Compensation:

Competitive salary, with a hiring range from \$90,000 to \$110,000, commensurate with experience, plus benefits including health insurance, retirement contributions, and paid leave.

Application Process:

Interested candidates must submit a cover letter and resume to TalentAcquisition@austinaspires.org for consideration. Applications will be accepted until the position has been filled. Review of application will begin June 16th, 2025