General Manager

**Organization Overview:** Wishbone is dedicated to sending low-income students to high-quality summer programs. We believe that closing the opportunity gap is essential in the fight against the education crisis facing America. All students should have access to pursue what they are passionate about.

Since 2012, we have raised over $2,000,000 to send over 1,000 students to programs at top institutions such as Academy of Art University, Brown University, Cornell, Nike Sports Camps, Parsons, and All Girls/All Math. We’ve found that after returning from summer programs, our students improve academically; they are more prepared and independent; they are more confident and curious. Most importantly, they come back to their communities to inspire others.

Wishbone is a technology-driven organization, supported by Silicon Valley’s top technology talent. Due to consistent iteration on our tools and platform, we’ve unified the disjointed ecosystem of program providers, donors, at-risk schools, low-income students, and their teachers and raised exclusive scholarship funding directly for our students.

Wishbone breaks down into three services:
1. A deep, unified network of summer program providers
2. A high-scale student sourcing and vetting system
3. A pipeline of sustainable funding sources

We are now launching our biggest growth strategy to date, scaling our core team, expanding across the nation, deepening our program-provider partners and offering scholarships to over 3,000 students in the next three years — making Wishbone the largest summer program access network for low-income students in America.

For more information visit: http://www.wishbone.org/

**Position Overview:** Wishbone is seeking a General Manager, who through a deep understanding of our mission and methods will lead and grow our San Francisco-based team, strengthen our model, scale our impact, and execute our biggest growth strategy to date.

We are looking for an experienced, entrepreneurial self-starter to build and execute the organization’s next strategic growth plan, in close partnership with Wishbone’s Founder and Board of Directors.

The GM will execute growth milestones and a hiring strategy against an ambitious vision, manage a growing team, source business development opportunities, maintain engaged relationships with current donors and school partners, and oversee the success of our four current regions while considering new regional expansion opportunities. The candidate must have a proven track record in driving substantial year-over-year growth within a scaling organization and must have previously managed a team against scaling growth goals. The candidate must be able to fiercely prioritize strategic milestones, create and evaluate data-driven key performance indicators, efficiently build contingency plans and consistently evaluate successes and failures.
The candidate must be an exceptional, articulate and passionate communicator who is thrilled to share Wishbone’s mission with a variety of key external stakeholders, including educators, students, foundations, individuals and corporations.

The GM will be focused on growing others in the organization, giving direct and frequent feedback and exemplifying leadership in a high-stakes, “all hands on deck” environment. Therefore, candidate must be positive, energetic, and committed to building a close-knit culture of high expectations, sense of possibility and urgency.

Candidate must be able to work under pressure of deadlines, take initiative to develop and implement new strategies to recruit and engage donors and new key partners. This individual must be an excellent verbal and written communicator with excellent attention to detail.

Candidate will have the opportunity to hire and manage direct reports across several teams, dependent on hitting substantial growth targets.

**PRIMARY RESPONSIBILITIES:**

**Manage and grow our team.**
- The GM will be responsible for managing and growing our current team of six, while prioritizing and executing against an ambitious hiring plan.

**Create a culture of urgency and high expectations.**
- The candidate must be positive, energetic, and committed to building a close-knit culture of high expectations, sense of possibility and urgency. The GM will be focused on growing others in the organization, giving direct and frequent feedback and exemplifying leadership in a high-stakes, “all hands on deck” environment.

**Strengthen our model**
- The candidate will fiercely prioritize strategic milestones, consistently create and evaluate data-driven key performance indicators, efficiently build contingency plans and evaluate successes and failures across our four regions.

**Scale our impact**
- The candidate will build and execute an ambitious growth strategy, balancing both quality and scale across all programmatic regions within the organization, while considering new regional market opportunities.

**Source and Maintain Partnership and Growth Opportunities**
- The candidate will lead fundraising, execute large partnerships and pursue development opportunities among individuals, foundations and corporations. Successful execution will rely on a highly organized method of researching, contacting, and engaging various relationships, while measuring success and closing feedback loops with key constituents. This strategy should include diversification of individual and institutional development goals. Development experience required.

**Create and maintain engaged relationships with key programmatic and school partners.**
- The candidate will execute effective communication and relationship development with key programmatic and school partners, including three current, large partnerships.
Lead Board and Financial Management

• Plan and manage Wishbone’s budget across teams and programmatic goals
• In partnership with the Founder and Board of Directors, build board relationships and develop new relationships to strengthen our board and expand our fundraising efforts.
• Lead Board of Director meeting agendas, build decks, prepare data, and ensure board members are engaged and effective in providing strategic guidance, introductions, and fundraising support.
• Develop regional advisory boards to further Wishbone’s growth in target regions.

Representation of Wishbone

• Candidate will represent Wishbone thorough communications and relationship development and at donor meetings, workshops, and any events that will push Wishbone’s strategic goals forward. Candidate will often visit Wishbone’s schools and classrooms to meet students, teacher advocates and principals working with Wishbone.

REQUIRED QUALIFICATIONS:

• Passion and commitment to Wishbone’s mission; Through experience of his or her own, believes deeply that all students deserve exceptional educational opportunities
• Deep understanding of the education space and education reform movement
• Undergraduate degree; MBA and/or Masters of Education preferred
• 6 years of experience; Extensive and successful management experience required
• Deep understanding of and connection to the philanthropic markets in both the Bay Area and NYC education space
• Has prior experience in bringing year-over-year development growth to a fast-paced, growing organization, including the ability to build robust donor pipelines, track touch points, and measure outcomes
• Entrepreneur who can execute against a growth strategy, maintain robust programmatic regions and consistently ensure programmatic quality
• Experience in managing an organization’s budget against goals
• Comfort managing many different types of relationships with local, key program providers and school partnerships
• Ability to lead in a fast-paced, startup, “all hands on deck” work environment and able to create a culture of urgency and high expectations
• Exemplary writing, editing, and verbal communication skills
• Outcomes oriented; Highly organized; Self-motivated; Excellent follow-through, with an entrepreneurial spirit and positive attitude
• Must be enthusiastic, optimistic, have a tireless sense of possibility, with a true energy and passion for ambitious year over year growth
• Team player who is flexible and willing to do anything to get the job done

Position will work out of San Francisco, CA office; Consistent travel required.

Salary & Benefits:
We offer a competitive salary and benefits package, depending on experience and qualifications.

Wishbone.org is an Equal Opportunity Employer and encourages applicants of all backgrounds to apply. Wishbone.org is committed to diversity in our organization. Interested candidates should contact Ryan Mathieu at: ryan@wishbone.org.