We Are Education Pioneers

Education Pioneers helps top school districts, nonprofits, charter schools, and other education organizations secure top leaders, managers, and analysts, to accelerate strategic initiatives and make giant leaps forward.

Since 2004, we have connected more than 160 education organizations nationwide with more than 1,600 high-potential professionals who have the skills, experience and results-driven approach to make an immediate and significant impact.

Through our three Fellowship options and our robust Alumni network we provide you with a pool of exceptional talent to help accelerate your mission. Now we’re piloting a new program with a select group of valued partners.

Sector Switcher Pilot Program

Overview

To meet the demand for more senior-level talent, Education Pioneers is piloting a new year-round placement and support program to recruit, transition, and place highly successful mid-career private sector and military professionals into full-time leadership positions at high-impact education organizations.

The goal of the pilot is to prove that top talent from other sectors can and will meet vital and immediate senior-level talent needs in the education sector and, if successful, lay the groundwork for a more permanent service that can transform the sector.

Program Components

Need-driven, selective recruiting – We’ll screen and select top candidates from untapped, elite professional networks such as military academy alumni groups, consulting firm alumni groups, and other selective pools for specific senior-level openings. Additionally, we will organize two education sector “boot camps” to build awareness of and interest in education leadership and build a pool of candidates.

Admissions – EP will admit only the most driven, successful, and talented professionals with in-demand skills into the endorsed candidate pool.

Orientation – Endorsed candidates will enter the program with varying degrees of education sector knowledge. EP staff will provide a personalized orientation to the critical issues in education, major players, policies, and their local landscape.

Placement – Education Pioneers currently places over 400 professionals with education organizations across the country every year based on deep knowledge of the needs of our partners and skill and motivations of our participants. The sector switcher project will leverage executive search experts and our successful process for high-impact, lasting matches.

Transition coaching – For all successful sector switchers, Education Pioneers will provide transition coaching from a professional executive coach to help them navigate their new culture and effectively transfer their skills.
Your Commitment
- Sign a service line agreement that outlines a common understanding of services, responsibilities, and guarantees.
- Assign one senior staff member to be your point of contact throughout the duration of the pilot.
- Participate in an in-depth needs and culture assessment to provide critical information for successful placements.
- Serve as a thought partner to help us improve our pilot program’s performance by providing periodic feedback and testimonials.

Education Pioneers Commitment
- Sign a service line agreement that outlines a common understanding of services, responsibilities, and guarantees.
- Assign one senior staff member to be our point of contact throughout the duration of the pilot.
- Conduct an in-depth needs and culture assessment to provide critical information for successful placements.
- Provide regular updates on active searches and respond in a timely manner to all requests.

Fee Structure
Partners pay 15% of the new hire’s first year salary at the time of placement. However, to incentivize Education Pioneers to make long lasting placements, we will refund partners 2/3 of original fee if the hire stays less than one year and 1/3 if the hire leaves between their first and second years. There is no charge until an Education Pioneers candidate is hired and there are no engagement, administrative, or retainer fees.

15% of first year salary
Due at time of hire

2/3 refund
If the hire stays less than one year

1/3 refund
If the hire leaves between their first and second years

Frequently Asked Questions
How is this different from The Broad Residency?
Education Pioneers has worked closely with The Broad Center during the design of the pilot and they will continue to be a critical partner to us throughout our launch. We see the pilot and the Residency as complementary, not competing, programs that both aim to provide pipelines of critical talent to the education sector.

Education Pioneers’ Sector Switcher pilot differs from The Broad Residency in four distinct ways. First, the positions that we seek to fill are full-time senior-level openings without specific end date to the commitment. Second, our program will recruit, admit, place, and train people year-round so we can go to work for you the moment you have a critical opening to fill. Third, we anticipate our candidates, on average, to have more total years of work experience (10+), which are almost exclusively in the private sector or military. Lastly, the coaching that we provide is specifically tailored to help people immediately before and after their transition. There aren’t recurring workshops throughout the year but our sector switchers will be considered part of the Education Pioneers network and have access to all our alumni events and resources.

How is this different from recruiting firms and headhunters?
The core of the Sector Switcher service is not very different from recruiting firms and headhunters – we all want to find top talent to fill critical openings with our clients. However, Education Pioneers’ Sector Switcher Pilot Program goes far beyond that. We begin with a thorough needs assessment to ensure we know your organization’s culture and priorities. Our recruiting focuses on tapping new talent pools by bringing in professionals solely from distinguished private sector and military networks to stop the game of musical chairs that occurs with the short supply of quality senior leaders. We also provide an education sector orientation, career coaching, and executive coaching after a placement is made to help our candidates navigate their new culture and effectively transfer their skills. Lastly, we don’t charge engagement, administrative, or retainer fees and our fee structure incentivizes us to make long-lasting placements.