

**Announcement of opening for the position of  
EXECUTIVE DIRECTOR  
INDIANA STATE TEACHERS ASSOCIATION**

**POSITION OVERVIEW**

The Executive Director is the Association's chief administrator who leads a staff of 65 in coordination with ISTA's President to ensure implementation of the full scope of policies, procedures, and programs approved and adopted by the ISTA Board of Directors. In collaboration with the President and Officers, the Executive Director develops and manages an annual organizational budget and is accountable to the Board for the long term financial and fiscal health and sustainability of the Association. The Executive Director is charged with adeptly advising the Board, managing and skillfully representing the long term vision and strategic direction of the Association guided by the ISTA bylaws, ISTA governing bodies, and local, state and federal laws and regulations.

**OPPORTUNITY**

The Indiana State Teachers Association (ISTA) seeks a strategic, motivational, passionate leader for the position of Executive Director. The Executive Director works in partnership with the Association's governance and staff to provide operational leadership for ISTA to fulfill ISTA's mission "to sustain quality public education, improve students' educational opportunities and advance the professional status of educators." Our Executive Director must have the vision, integrity, adaptability, skills, and experience to assist as ISTA moves through an exciting point in its history in the pursuit of this mission of expanding recognition as the preeminent advocate for and champion of public education in Indiana.

**Organizational Opportunities**

- Exhibit a clear understanding of how local, state, and national politics affect public education, while encouraging political action and strengthening external relationships to influence legislation that results in pro-public education policies and proper implementation that align with ISTA's mission, vision and core values.
- Work in partnership with elected officers and Board to provide visionary leadership that is committed to engaging members as empowered activists.
- Model a leadership style that supports diversity and professional growth and that creates an environment where governance, management, and staff are empowered to achieve ISTA's mission.
- Work to align the staff and membership to serve local affiliates and strengthen relationships between the field and headquarters.
- Champion racial and social justice by advocating for equitable resources and support systems for all students and educators.
- Lead with empathy and inclusivity, fostering an environment committed to the principles of racial and social justice.

**Member Focus**

A leader who values public education, focused on member needs, believes in member engagement, trust, and loyalty, and is committed to fostering strong relationships among ISTA and its members. An influential leader, who understands membership, can increase membership density, and has effectively led innovative strategies, programs, initiatives, and policies designed to attract and increase new membership.

**Interpersonal Effectiveness.** An effective communicator who has excelled in building successful relationships. Has an established record of fostering teamwork and consensus, effectively managing conflict, provoking creative problem solving and risk taking, and is inclusive of diverse individual and cultural perspectives.

**Strategic Planning and Execution.** Documented experience in leading organizational wide efforts in planning, implementation, process improvements, innovation, financial management and building high performance work teams. A record of executive leadership in strategic planning that required significant organizational change, including experience utilizing reliable methods to ensure accountability and timeliness in the execution of strategic goals and objectives.

**Leadership.** A public education advocate who understands the central role educators play in leading change in their profession. Proven record of senior organizational leadership marked by a passion for education. A visionary leader who has confidently engaged others to identify and work toward common goals. Capable and willing to voice respectful and effective dissent when and where appropriate.

A demonstrated ability to manage effectively in a unionized environment. An organizer with a solid grasp of the appropriate role that staff play in building member power. Has a demonstrated, successful record of attracting and motivating highly talented staff and is highly skilled at coaching and mentoring others.

**EDUCATION AND EXPERIENCE:**

Bachelor's Degree from an accredited four-year college or university. Master's Degree preferred.

A minimum of 3-5 years of middle or senior management experience in positions of increasing responsibility.

Background in labor advocacy and collective bargaining experience desired.

**COMPENSATION PACKAGE:**

ISTA is prepared to offer a competitive salary and benefits package, including a generous 401(k) and relocation assistance. Salary is negotiable and commensurate with experience, skills and demonstrated abilities.

**TO APPLY:**

To be considered for this position please provide the following

- A current resume reflecting qualifications for this position.
- A letter of application, which specifically addresses how accomplishments in your career have prepared you to meet the challenges and opportunities, presented in this position.

All materials must be sent electronically to:

**ISTA Search Consultant:  
Unionsearch.org**

**Patricia Johnson, Managing Partner: patjohnson@unionsearch.org**  
For confidential inquiries, questions, salary information, or to schedule a call, please email Patricia Johnson.

**APPLICATION DEADLINE: JUNE 28, 2024**

**POSITION OPEN UNTIL FILLED.**

ISTA IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER AND DOES NOT DISCRIMINATE BASED ON RACE, CREED, RELIGION, COLOR, NATIONAL ORIGIN, AGE, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENETIC INFORMATION, MARITAL STATUS, or DISABILITY.