College and Career Pathways Strategist

Position Type: Full-Time, Salaried
Reports To: Senior Director of Community Engagement and Partnerships
Annual Salary: $65,000 - $70,000
Schedule: 40 hours a week, 3 in-office days, 2 remote
Location: Summit County, Ohio
Priority A**pplication Deadline:** December 11, 2026 (Applications accepted until position is filled)

At SEI, we believe every child in Summit County deserves the opportunity to thrive. We bring together schools, families, students, and community partners to improve outcomes across the cradle-to-career continuum. From kindergarten readiness to postsecondary success, our work helps young people reach key life milestones and build pathways to economic mobility. We are conveners, problem-solvers, and equity champions. Together, we break down barriers, align strategies, and ensure that family and student voices are at the center of systems change.

About the Position

The College and Career Pathways Strategist advances Summit Education Initiative's college and career readiness priorities by strengthening partnerships, aligning strategies, and coordinating efforts that improve student outcomes. Rather than providing direct student services, this role focuses on improving the systems and pathways that support high school graduation and successful transitions into postsecondary education, training, and employment.

The Strategist supports SEI's College and Career Readiness Collaborative and facilitates the Postsecondary Success Network, College and Career Readiness Data & Insights Network, and other emerging networks and initiatives aligned with SEI's cradle-to-career priorities. Through these partnerships, the Strategist helps identify challenges, establish shared priorities, develop improvement strategies, and turn collaborative discussions into coordinated action. Working alongside SEI's Research and Data team, the Strategist uses data and continuous improvement practices to guide decision-making, monitor progress, and drive measurable results.

Responsibilities and Duties

- **Lead collaborative strategy:** Support the College and Career Readiness Collaborative in establishing shared priorities, developing strategies, and coordinating efforts to improve high school graduation, college and career readiness, and postsecondary outcomes.
- **Facilitate partner networks:** Plan and lead meetings for the Postsecondary Success Network, College and Career Readiness Data & Insights Network, and other emerging networks or initiatives, ensuring meaningful collaboration, clear action steps, and follow-through.
- **Strengthen partnerships:** Build and maintain relationships with school districts, colleges, universities, workforce organizations, employers, and community partners to identify opportunities for collaboration and alignment.
- **Turn data into action:** Work with SEI's Research and Data team and community partners to understand student outcomes, identify gaps, and develop strategies that address barriers to high school and postsecondary success.
- **Support continuous improvement:** Help partners design, test, evaluate, and refine strategies using continuous improvement methods, including Plan-Do-Study-Act (PDSA) cycles.
- **Elevate student voice:** Identify opportunities to incorporate students' experiences and perspectives into the development and improvement of college and career readiness strategies.
- **Measure and communicate progress:** Document network activities, track progress toward shared outcomes, and contribute to reports, presentations, and organizational updates.
- **Support organizational initiatives:** Collaborate with SEI staff on community engagement, convenings, and other cradle-to-career priorities.
- Perform other duties as assigned.

What Success Looks Like

Success in this role means helping partners move from conversation to coordinated action that produces measurable improvements in high school graduation, college and career readiness, and postsecondary success. A successful College and Career Pathways Strategist will:

- Build strong, engaged networks where partners actively contribute to shared priorities and solutions.

- Help partners identify and implement strategies that address barriers to high school graduation, college and career readiness, and postsecondary success.
- Ensure collaborative meetings result in clear decisions, action steps, and accountability.
- Support the use of data and continuous improvement to guide strategies and measure progress.
- Strengthen coordination across education, workforce, and community systems to support high school graduation and create more connected pathways to postsecondary success.
- Help existing and emerging networks develop shared strategies, implement improvements, and demonstrate progress through documented actions, partner commitments, and student outcome measures.

Qualifications and Skills

- Bachelor's degree in Education, Social Sciences, Workforce Development, or a related field required; **master's degree preferred**.
- 3–5 years of experience in education, workforce development, community engagement, partnership management, or a related field.
- Experience building partnerships and leading collaborative initiatives across education, workforce, and community organizations.
- Ability to lead group discussions, build consensus, and move diverse partners toward shared goals and action.
- Strong project management, organizational, communication, and problem-solving skills, with the ability to manage multiple priorities and ensure follow-through.
- Ability to use data and research to inform strategies, monitor progress, and communicate results.
- Understanding of high school graduation, college and career readiness, postsecondary success, and barriers to educational and economic mobility.
- Familiarity with continuous improvement practices, including PDSA cycles, preferred.
- Commitment to equity, collaboration, and SEI's cradle-to-career mission.

Compensation and Benefits

This is a salaried, full-time position (40 hours/week), with compensation commensurate with experience.

SEI is proud to offer a comprehensive benefits package, including:

- Health, dental, and vision insurance for employees and eligible family members.

- Participation in SEI's 403(b) retirement savings program, including employer contributions after the eligibility period.
- Hybrid work environment with flexibility for remote work. Employees are expected to be in the office at least three days per week to support collaboration and team connection.
- Paid time off and holidays that support work-life balance.
- Professional development opportunities to support growth and learning.

SEI seeks to build a talented and engaged workforce that reflects the diversity of our community. We know that candidates may not meet every listed qualification, and that's okay — we encourage you to apply. We value unique experiences, perspectives, and backgrounds, and we are excited to hear how you can contribute to our mission.

Application and Interview Process

Interested candidates should submit a resume and cover letter to **ARobinson@seisummit.org** with the subject line **"College and Career Pathways Strategist Application – [Your Name]."**

Applications will be reviewed on a rolling basis.

In your cover letter, please include brief responses (1–2 paragraphs each) to the following prompts:

1. **Partnerships and Systems Alignment:** Describe your experience bringing together schools, higher education institutions, workforce partners, or community organizations to advance a shared goal. How did you build alignment, and what results were achieved?
2. **Data and Continuous Improvement:** Share an example of how you used data, research, or continuous improvement practices to identify a challenge and support the implementation of a strategy. What actions were taken, and what impact did they have?
3. **College and Career Pathways:** What do you believe are the greatest barriers preventing young people from successfully graduating high school and transitioning into postsecondary education, training, or employment? How would you approach working with community partners to address those barriers?

Applications that include responses to these prompts will receive priority consideration.

Our interview process is designed to give candidates a clear sense of SEI's mission, culture, and expectations while allowing us to learn more about your skills and

experiences. The typical process includes the following steps (with some variation possible depending on need and timing):

- **Initial Phone Screen:** A brief conversation to learn more about your background, interests, and alignment with SEI's mission.
- **Interviews with SEI Team Members and Stakeholders:** In-depth discussions with staff and partners who collaborate closely on college and career readiness initiatives.
- **Performance Task:** An opportunity to demonstrate relevant skills; candidates will receive clear instructions and adequate time to prepare.
- **Reference Checks:** Conversations with previous supervisors or colleagues to gain additional perspective on your strengths and experiences.

We are committed to an inclusive and transparent hiring process. If you need any accommodations during the application or interview process, please let us know — we're happy to work with you.

Equal Opportunity Employer

SEI is proud to be an Equal Employment Opportunity and affirmative action employer. We celebrate diversity and do not discriminate based on race, religion, color, national origin, sex, sexual orientation, age, veteran status, disability status, gender identity, or any other applicable characteristics protected by law.