



# BAY AREA URBAN DEBATE LEAGUE

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## Executive Director Position Description

The Bay Area Urban Debate League (BAUDL) is conducting a national search for a full-time Executive Director to lead the organization through its next phase of growth. The Executive Director position offers unusually rich opportunities to improve the lives of hundreds, and potentially thousands, of high school students. The Executive Director role offers a unique platform for professional leadership development in the non-profit field, and is an ideal position for an energetic and experienced individual ready to take on the challenge of building a youth-serving organization early in its life and with great future potential. The position can be located in Oakland or San Francisco, California.

### Overview of the Bay Area Urban Debate League

The Bay Area Urban Debate League is an independent, 501(c)(3) organization founded in 2007 with the purpose of bringing competitive academic debate to as many high school students in the Bay Area as possible. The BAUDL operates with a "public-private" partnership model, relying on the financial contributions of diverse supporters and collaboration with public high schools. In its first two years of existence, the BAUDL has helped bring debate programs, and regional and national interscholastic debate competition, to 13 high schools in the Bay Area, with strong debate teams operating in ten schools in Oakland and three in San Francisco.

The BAUDL is associated with the National Association for Urban Debate Leagues (NAUDL). The goal of the nationwide urban debate movement is to extend to all motivated high school students in low- and middle-income communities the benefits of participation in debate. Hundreds of thousands of students have participated in urban debate in the last 25 years, and the empirical evidence is overwhelming: Participation in our program improves literacy and academic success; boosts high school graduation and college attendance rates; sharpens critical thinking, research and advocacy skills; bolsters self-confidence and strong work habits; and reduces negative behaviors. In short, urban debate empowers these students with the crucial skills needed for active participation in a democratic society.

### The Executive Director

The Executive Director serves as the chief executive of the BAUDL, reporting directly to the Board of Directors, and is assisted by a full-time program coordinator. The new Executive Director will expand the BAUDL's constituency of supporters, deepen the quality of the existing school-site debate programs, assure the administrative integrity of the organization and drive the realization of ever more ambitious goals in terms of the BAUDL's reach, influence and student impact.

Specific responsibilities of the Executive Director include:

- **Development.** The Executive Director will be the primary representative of the BAUDL to its supporters and the public. As such, the Executive Director will coordinate and lead our fundraising with institutions and individuals, and will maintain a visible public presence for the organization.
- **Administration.** The Executive Director will supervise staff; maintain books and records, including financial statements; support the Board in the satisfaction of its strategic and policymaking responsibilities; and serve as the organization's lead point of contact with external constituencies and partners.
- **Programming.** With the support of a full-time programming coordinator, the Executive Director will be responsible for increasing student participation in BAUDL schools; hosting tournament competitions and student workshops; training teacher-debate coaches; recruiting and managing a large number of volunteers; and, in conjunction with the Board, coordinating the deeper institutionalization of the program at the school, community and district levels.

The Executive Director position is a challenging role. However, the BAUDL offers the qualified candidate a number of key assets to utilize in the fulfillment of the organization's mission:

- Strong commitment, including financial investment, from the school districts in which we operate;
- Dedicated and passionate teachers who serve as debate coaches;
- Supportive and engaged volunteers;
- Training and support through affiliation with the NAUDL and a network of many other local chapters nationwide;
- An active and financially committed Board of Directors, currently comprised of ten community and business leaders;
- A field-tested and research-validated programming model;

and, *most importantly,*

- Bright, enthusiastic students who aspire to be the leaders of tomorrow, recognize the unique opportunity that participation in debate affords them and who bring the commitment and will to succeed.

**Minimum Job Qualifications:**

- BA, BS or equivalent four-year degree
- Experience in the non-profit sector
- Fundraising experience
- Basic business acumen, including financial and numeracy skills
- The successful candidate will undergo reference and background checking and other pre-employment screening appropriate for this type of position

**Preferable Job Qualifications:**

- The Board has a strong preference for at least some debate experience (although not necessarily competitive success) at the high school or college level
- Grantwriting experience
- Experience working with youth, particularly urban youth
- Teaching experience

**Compensation**

The BAUDL will offer competitive compensation based on the successful candidate's experience and qualifications. The BAUDL expects to provide health benefits as part of the compensation package.

**Application Process**

The Board has created a committee to lead the search for this important position. Prospective candidates should provide their resume and brief cover letter to Dan Plants, Vice Chairman of the BAUDL, at [jdplants@baudl.org](mailto:jdplants@baudl.org), no later than July 23, 2010. The Search Committee will then contact candidates to schedule interviews with those it feels might be a good fit with the organization's needs.