

<b>Job Title:</b> Regional Director	<b>FLSA Status:</b> Exempt
<b>Reports To:</b> Chief Operating Officer	
<b>Number Supervised:</b> TBD	<b>Revised Date:</b> January 2016

### Position Summary

The Regional Director is a key management position responsible for overseeing Right At School's multi-unit, multi-state operations. You will be directly accountable for the operations, quality, customer satisfaction, client retention and profitability of all Right At School's recess and before- and after-school programs.

### Organizational Duties and Responsibilities

- Oversee the implementation of Right At School's programs and products, ensure quality control and continual improvement.
- Maintain direct Profit & Loss responsibility for all Right At School programs.
- Develop and implement effective standardized operating procedures and policies to promote programmatic growth and replication.
- Develop positive relationships with clients, including school administrators, parents and parent organizations.
- Responsible for identifying and executing internal growth opportunities across all programs.
- Manage, develop and train all Area Coordinators – Right At School's front-line multi-unit managers.
- Collaborate with HR and Education departments for recruiting, training, and managing staff, including their formal evaluation and assessing their needs for ongoing professional development.
- Responsible for internal growth of all programs and supporting expansion efforts in new and existing markets.
- Ensure timely implementation of organizational processes and procedures
- Ensure that Right At School's mission and values permeate all field-based operations.

### Qualifications

- Strong understanding of, and commitment to, Right At School's mission and values.
- A passion for education; Must love working with kids and demonstrate the necessary passion and dedication to successfully manage programs to Right At School's high quality standards.
- 5+ years of experience as a multi-unit manager with direct P+L responsibility required, with a preference for experience in a related field.
- 3+ years of experience as a manager of multi-unit managers strongly preferred.
- Bachelor's degree required, Master's preferred.
- A proven ability to successfully manage geographically dispersed managers (might use the word workforce instead of just managers), with a specific focus on coaching and developing managers and building strong teams.

Job descriptions are not intended as, nor should be construed to be, exhaustive lists of all responsibilities, skills, efforts, or working conditions associated with a job. They are intended to be accurate reflections of those principal job duties and responsibilities essential for making fair pay decisions about the job.

- Strong leadership, conflict resolution and diplomacy skills required.
- Demonstrated ability to speak and write clearly, succinctly and persuasively such that expectations are clear, timelines are delineated, and excellence is defined.
- Ability to manage multiple priorities from a variety of sources, organizing and prioritizing effectively to impact areas of greatest need.
- Ability to deconstruct complex problems and develop coherent, actionable strategies. Solutions oriented.
- Experience working in a start-up, fast paced, high-growth, entrepreneurial environment a plus.
- Reliable transportation is required to visit programs throughout the week; additional travel may be required to manage geographically dispersed locations. 50-60% of time working in the field with multi-state travel involved. (down the road this may ramp to 70% but we need to create lots of process and takes more office time in the beginning)