Silicon Valley Education Foundation
Chief Executive Officer

The Board seeks a growth-oriented chief executive for a team that innovates and delivers K-12 STEM education alongside school districts and educators to measurably improve academic performance, particularly for underserved students.

Silicon Valley Education Foundation (SVEF)'s mission is to deliver and advocate for STEM education and inspire underserved students to succeed in college and careers. It was created through a 2008 merger of the San Jose and the Santa Clara County Education Foundations and a 2018 merger with ALearn. SVEF is proud to be the largest nonprofit advocate and provider of STEM education in Silicon Valley.

SVEF partners with school districts and education leaders to deliver direct educational support to students and teachers. SVEF also advocates for increased funding and philanthropic investment in foundational math and computer science education as the indispensable gateway to career success in business, science, technology, engineering and other fields. The organization has helped over 80,000 students to improve math and other skills, including 6,400 in 2025 alone. SVEF has also trained almost 5,000 educators and has supported the work of 225 schools (125 unique schools) in 17 school districts.

SVEF believes that STEM skills are a bedrock foundation for life and career success, that these skills must be acquired by children at an early age, and that encouraging children to outsource these fundamentals to AI is not helpful to a child's development. Without the ability to analyze for themselves, children cannot weigh the truths of science, technology, engineering and math, and they will not be able to pursue careers in these important fields. SVEF's STEM education can positively impact a family's opportunities and wealth for generations.

SVEF is based in San Jose, has a staff of 24 (and 4 part-time staff) and an operating budget for FY 26/27 of $6.66M (69% of funding is through a mix of grants and donor contributions).

BASIC FUNCTION

Reporting to the Board and working closely with the Board's Chair and Executive Committee, the CEO will lead, financially strengthen and grow the organization by enhancing SVEF's:

- funding support, fundraising and earned/contributed revenue generated through adoption of its products and offerings by schools and school districts;
- direct services (in the form of programs delivered to students and teachers), products, and metrics (of success/impact for students, teachers, schools and school districts);
- talent acquisition and staff development, financial management, technology infrastructure and internal workflows; and
- advocacy, branding, market position, value proposition, messaging and communications (including website and social media presence).

ONGOING RESPONSIBILITIES

The CEO will lead a self-directed team of innovators that design, deploy and financially sustain great education programs and services that positively impact STEM learning. Responsibilities include:

LEADERSHIP AND VISION

- In partnership with the Board and management team, provide vision, inspiration and dedication to help underserved students and to create the most impactful organization to serve them in Silicon Valley and beyond. Able to inspire donors, districts, Board and staff. Strategic thinker and articulate about the mission.

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- Provide day-to-day management while maintaining an organizational climate that attracts, retains, and motivates a diverse, high-quality staff and Board.
- Explore opportunities for growth; focus on strengthening and creating new partnerships and relationships with schools, school districts and other partners; understand the unique circumstances and needs of students, schools, school districts and education influencers in the theater of operation in which the organization is active.

FUNDRAISING, REVENUE, COMMUNICATIONS AND VISIBILITY

- Strengthen earned and contributed revenue; develop fundraising strategies and processes that include defined staff and Board roles and responsibilities; personally drive individual and institutional major gift/grant solicitations, planned giving solicitations from individuals, and revenue from fee-for-service grants.
- Actively engage in community outreach, public speaking, appearances, media and public relations, with the goal of building increased visibility, funding and other kinds of support for the organization; develop a group of volunteers that support the work of the organization.
- Expand the public's understanding of the organization's work; ensure that its mission and values are clearly and effectively conveyed through its materials, website and social media.

PROGRAM SERVICES

- Grow high-quality, cost-effective STEM education programs and services that build on SVEF programs like Elevate Math, Computer Science Innovate, and the 49ers STEM Leadership Institute, in the process creating fresh approaches that help students acquire knowledge to succeed in tomorrow's market.
- Build on successful advocacy to engage partners, influencers, thought leaders and other advocates to promote change that strengthens public education.
- Continue to foster a strong service orientation that is innovative, compassionate, driven, professional and evidence-based; develop metrics to highlight where students are doing well and where students have additional needs.

GENERAL MANAGEMENT, FINANCE AND ADMINISTRATION

- Ensure that the day-to-day operations and programs are professionally and efficiently organized and administered; ensure proper administration of contracts and compliance with relevant employment laws and other legal requirements, including those that safeguard students.
- Oversee recruiting, retention, motivation and evaluation of staff; develop a sense of ambition, ownership and accountability among the leadership team.
- With the CFO, maintain the organization's fiscal health; ensure that the organization adheres to a sustainable financial plan based on a Board-approved annual budget; ensure that actual financial performance positively tracks budget and operating plans; foster an atmosphere of transparency and accountability in matters relating to the organization's financial condition.

BOARD RELATIONS

- Become familiar with and advance the organization's Governance Policies; develop, recommend and implement policies, program goals and objectives; provide ongoing communication to the Board on critical matters related to the organization's continued success.

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- With the Board Chair and Executive Committee, coordinate the efforts of regular and *ad hoc* committees; develop Board meeting agendas, schedules, retreats and other activities with the Executive Committee.
- Assist the Board in identifying and recruiting new Board members whose talents, backgrounds, commitment and interests are congruent with the needs and mission of the organization.

QUALIFICATIONS and CHARACTERISTICS

The CEO will be an experienced leader possessing the following key qualifications:

- Proven senior-level management, operating, problem solving and financial experience in an applicable nonprofit, business or public sector organization; a master's degree or equivalent experience in management, education or other applicable field is desired; exposure to the challenges of providing educational support to underserved K-12 students in partnership with public and charter schools is preferred.
- A track record attracting substantial financial support from individuals, government sources, school districts, foundations and businesses for nonprofits will be important.
- Outstanding oral and written communication skills, including excellent public speaking skills for formal and extemporaneous presentations.
- Experience working on education issues with school district representatives, advocates and professionals of different backgrounds and from a variety of communities is preferred.
- A person who is decisive and resourceful, with the organizational sensitivity to gain the support and confidence of the Board and staff at all levels; a team builder, confident and competent, who understands the subtleties of recruiting, motivating, directing and retaining a diverse group of personalities with different work styles.
- A visionary open to different perspectives and practical approaches; a life-long-learner focused on evidence, data and trends who is able to shape programs that are effective, highly leveraged and sustainable.
- An individual with outstanding human qualities; one who is straight-forward, shares information easily, listens as well as offers advice, and respects the abilities of others; someone who imparts trust and integrity and guides others in a similar vein; an individual possessing a sense of humor, able to maintain balance and perspective.

COMPENSATION

$225,000 - $300,000 annually.

For more information please contact:

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