



NORTH BENNET ST. SCHOOL

Position Specification

North Bennet Street School

President



NORTH BENNET STREET SCHOOL: POSITION SPECIFICATION

Position	President
Institution	North Bennet Street School (NBSS)
Location	Boston, MA
Reporting Relationship	The President reports to the Board of Directors.
Website	www.nbss.edu

INSTITUTIONAL BACKGROUND/OVERVIEW

North Bennet Street School's mission is to train students for careers in traditional trades that use hand skills in concert with evolving technology to preserve and advance craft traditions, and to promote greater appreciation of craftsmanship.

One of our nation's oldest schools for hands-on training in traditional trades and fine craftsmanship, NBSS is internationally known for its programs. For more than a century, the exceptional programs, master faculty, and inspiring community have provided students the skills to lead meaningful careers. NBSS is a non-profit institution that offers a welcoming and collaborative environment in Boston's North End.

Students, faculty, staff, and strategic advisors are at the heart of the School's supportive community. NBSS is home to 17 Faculty and 20 Staff members, with approximately 150 Full-Time students, and an average of 500 Continuing Education students annually. The current annual operating budget is \$6M.

North Bennet Street School has developed a teaching style and fostered a culture that lights up every student who walks through its doors. It has succeeded in keeping alive the teaching of hand skills in each of its nine Full-Time programs in an era where the importance of hand skills work has re-emerged as both a sought-after vocation and an empowering life choice.

PROGRAMS

NBSS offers both full-time programs, for those seeking intensive, career-oriented study, and [Continuing Education classes](#), for those eager to learn a new skill or perfect an existing practice.

NBSS teaches truly world-class craft skills in all of its programs, where students are trained by expert instructors in a setting with a low student-to-faculty ratio. Both Full-Time and Continuing Education students are trained with an eye for quality and with the discipline of patience to produce fine and useful objects, and provide excellent services. The Full-Time programs include:

- [Bookbinding](#)
- [Cabinet & Furniture Making](#)
- [Carpentry](#)



- [Jewelry Making & Repair](#)
- [Locksmithing & Security Technology](#)
- [Piano Technology](#) (Basic and Advanced)
- [Preservation Carpentry](#)
- [Violin Making & Repair](#)

The School shapes its course content around the recommendations of students, graduates, employers, and artisans. The goal is to prepare students for a successful career.

THE OPPORTUNITY

The next President has the opportunity to build on the School's 137-year tradition of excellence and its unsurpassed reputation in its field. The President will lead the School in its next chapter by embracing change as well as tradition in a world in which education is being reinvented. S/he will position NBSS and craft education in a changing context for post-secondary education, vocational training, and workforce development. The next chapter of NBSS should include the expansion of its reach and external brand to a broader audience through increased enrollment, continued and new partnerships, full utilization of the facility, and exploration of online distance learning. A priority for the next President will be to develop a financial and organizational model which recognizes and leverages the size and scale of NBSS and secures its future.

Without losing what makes NBSS distinctive today, the next leader will need to evaluate the role of digital tools for teaching, learning, external positioning, and administration. This will require exploring the challenges of reaching an audience beyond that which is physically possible within the School as well as exploring opportunities to increase the applicant pool for in-person courses and the potential for supplementing the financial resources of NBSS.

NOTEWORTHY

- In 2013, having completed a \$18M campaign for its new building, NBSS relocated to its newly-renovated building on North Street in Boston.
- Current [Lives & Livelihoods](#) campaign is nearly 3/4 of the way to its \$20M goal for endowment and student scholarships.
- NBSS has a dedicated commitment to veterans, who constitute 20% of the current student body.
- Interest and enrollment remains strong with almost half of the students coming from the New England region, nearly half from the broader United States, and 4% from abroad.
- 3,000+ alumni work in a variety of roles from maker to manager, instructor to entrepreneur, and everything in between, shaping the future of fine craftsmanship and making a difference in communities near and far. The School-wide employment average is more than 80%.
- NBSS is accredited by the [Accrediting Commission of Career Schools and Colleges](#) (ACCSC), a private, nonprofit accrediting organization. (The next accreditation cycle is in 2019.)

POSITION RESPONSIBILITIES

The next President of North Bennet Street School shall serve as the chief advocate for both the School and for the role of hand skills in society. He or she will work with the Board to define a vision to take the School forward. That vision should include a strategy to ensure NBSS



continues in its mission to provide world-class skills training utilizing the best of traditional skills supplemented by the best that technology can offer. It begins with maintenance of a firm financial foundation which includes an increase in the level of financial aid that the School can offer. The President will work with the Board, Faculty, and Staff to determine the policies of the School and shall be responsible for implementing those policies in accordance with best practices consistent with NBSS's mission.

Duties:

- 1) Serve as the School's chief executive managing a senior team to carry out NBSS's mission and core functions.
- 2) Guide, in partnership with the Board, the School's strategy to achieve long-term financial sustainability. Long-term financial stability encompasses full enrollment, full use of the facility, increased contributed support from external sources, as well as disciplined growth and use of the endowment.
- 3) Provide leadership in ensuring that NBSS continues to offer compelling programs that attract capable students and draw and retain a world-class faculty and staff.
- 4) Foster diversity, respect, and an inclusive culture among Students, Faculty, and Staff.
- 5) Provide guidance and vision in adapting the School to the challenges and opportunities that new technology and distance learning represent.
- 6) Serve as the public face of the School in Boston, nationally and internationally. Use that position to create partnerships that further the School's mission and enhance its strategy of long-term sustainability.
- 7) Evolve, in partnership with the Board, the composition and engagement of the governance of the School at all levels and align it with the emerging direction and opportunities of the School.

QUALIFICATIONS AND EXPERIENCE

NBSS seeks a dynamic leader with vision who has a demonstrated record of innovation and successful performance in an academic or nonprofit setting or similarly complex organization. The successful individual should demonstrate inspirational leadership, business acumen, and strategic direction for the institution.

The successful candidate must be a compelling and energetic external voice and advocate for the mission of NBSS to a variety of audiences and be able to leverage opportunities in the area of development and fundraising. The next President must have an entrepreneurial spirit, guided by the ability and willingness to identify new approaches that can transform and cultivate excellence. He or she must understand the history of NBSS, uphold its traditions, and represent the broad interests of the School. This next leader should have a nuanced understanding of how technology and learning can intersect. He or she must be an outstanding and self-confident communicator, in both oral and written form, with an ability to listen and nurture relationships within the NBSS community.



It is essential that the next President be able to articulate the value of skills-based education through his or her own work, education, and/or meaningful experience with a trade. An advanced degree is not required.

NOMINATIONS AND APPLICATIONS

Nominations and applications will be held in strict confidence and reviewed immediately. The position will remain open until filled. For best consideration, nominations and applications (CV and cover letter) should be sent as soon as possible to:

nbss-president@kornferry.com

KORN FERRY CONTACTS

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North Bennet Street School is an equal opportunity employer and welcomes applicants of all backgrounds to apply for employment at the School.