

# Chief Strategy Officer

## Position Details

Job Code: U7398

Reference Code: A999

Division: Office of the Superintendent

Classification: Administrator

Terms of Employment: At-Will

FLSA STATUS: EXEMPT

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## Position Summary

The person selected for this position is responsible for the development, coordination, and implementation of strategic initiatives throughout the Clark County School District (CCSD). The position oversees the alignment of operating plans and leverages data, research, technology, and partnerships to drive a performance management culture that fosters transparency and efficient support services that are designed to meet the educational needs of all students. This position currently reports directly to the Deputy Superintendent of Business Operations.

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## Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Works directly with the Superintendent of Schools and the Deputy Superintendent of Business Operations, on the development and oversight of major operating systems and services, to increase the effectiveness of resources, programs, and services throughout CCSD.
2. Establishes Districtwide goals, objectives, and action plans that produces expected outcomes to meet the needs of CCSD; ensures CCSD services support quality teaching and learning through the use of best practices and results-driven strategies to maximize school support services across the organization.

3. Implements annual planning and ongoing performance management systems that ensure optimal resource allocation and successful implementation of strategies.
  4. Manages the Districtwide Decision-Making and Project Implementation framework and collaborates with the Superintendent of Schools and Deputy Superintendents to prepare for Executive Leadership Team Meetings.
  5. Seeks and implements innovative solutions to challenges arising from fluctuating levels of funding and personnel staffing, emerging technologies, and changing customer requirements.
  6. Decentralizes decision-making and accountability for results that facilitate planning and process improvement by utilizing creative processes to achieve CCSD goals.
  7. Leads, challenges, and motivates CCSD and school leaders by developing relationships that demonstrates the ability to work and communicate effectively and focus resources toward the achievement of CCSD-identified goals.
  8. Identifies innovative, best-in-class strategies for utilizing data, information, and research to drive performance improvements.
  9. Participates in all appropriate phases of the audit process and implements necessary corrective action(s) for audit recommendations.
  10. Reviews and recommends changes to policies, procedures, and programs within assigned responsibilities.
  11. Assumes responsibility for all unit priorities and projects that assist in achieving the Clark County School District's Strategic Plan and Goals.
  12. Communicates outcomes, develops partnerships by serving as a skilled facilitator, and works collaboratively with CCSD leadership, Board of Trustees, education foundations, and the community to advance CCSD's Strategic Plan.
  13. Performs and promotes all activities in compliance with equal employment and non-discrimination policies of the Board of School Trustees.
  14. Seeks out and participates successfully in training opportunities to increase skill and proficiency related to assignments.
  15. Reviews current developments, literature, and technical sources of information related to job responsibility.
  16. Ensures adherence to good safety procedures.
  17. Follows federal and state laws as well as Board policies.
  18. Performs other duties related to the position, as assigned.
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## Goals

1. Develops, coordinates, implements, and monitors strategic initiatives throughout CCSD.
  2. Leads and supports a performance management culture that fosters transparency and efficient support services that are designed to meet the educational needs of all students.
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## Position Requirements

### Education and Training

An earned master's degree from an accredited college or university in public management and leadership, business administration, finance, or a related field; or, A bachelor's degree from an accredited college or university in public administration, business administration, finance, or a related field and at least five (5) years successful experience related to the position may be substituted for the master's degree requirement.

### Licenses and Certifications

Applicant/employee must be able to provide their own transportation.

### Experience

1. Satisfactory service in a corresponding or related position, or have previously demonstrated at least five (5) years of successful supervisory experience related to the administrative position.
2. At least ten (10) years of increasingly responsible experience developing operational programs for school district's or large organizations and administering complex systems and structures, including strategic planning and performance management.
3. Demonstrated background encompassing business, large K–12 educational, and operational experience.
4. Experience in cross-functional system and process improvement, which includes leadership competencies of vision and strategic thinking, results-driven change management, and customer service.
5. Demonstrated experience in providing strong organizational and project/performance management skills and developing effective communication and relationships with management groups, external partners and professional staff.

## **Preferred Qualifications**

1. Doctorate degree from an accredited college or university.
2. Experience with strategic or business management consulting firm.
3. Bilingual skills.

**When applying for an administrative position, candidates must meet the minimum qualifications as listed on the appropriate position vacancy announcement.**

## **AA/EOE Statement**

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

## **Job Revision Information**

- Revised: 08/06/25
- Created: 08/02/21