



[Job Title]: Senior Director, Program (Math)

[Type of Vacancy]: Salaried (Full-Time)

[Start Date]: September 2026

[Location]: NE US: While this is a remote position, we strongly prefer candidates who reside in the Northeastern United States (NY, NJ, PA, CT, DE, MD, DC) due to the regional focus of this role. Applicants from other locations are still encouraged to apply.

[Department]: Program

[Reports To]: Chief Professional Learning Officer

[Supervises]: Often supervises Director(s), Program, Senior Manager(s), Program, and/or other Senior Director(s), Program. Dependent on the project, the Senior Director, Program is often a Project Leader with project team supervision responsibilities

[Travel]: Remote with frequent travel

[Compensation]: \$125,000 to \$164,889

[Areas of Expertise]: *Programmatic Leadership Strategy:* Helping set and advance programmatic goals and strategy, including identifying partnership challenges and innovating solutions to improve teaching and learning at scale. *Math Content Expertise:* Serving as a content-area expert in math curriculum and instruction, applying deep knowledge of College- and Career-Ready math standards to shape programmatic decisions and build team members' content expertise. *Project and Team Leadership:* Leading complex, cross-project and cross-departmental initiatives, managing programmatic projects and team members across content development, state/district implementation, and coaching/facilitation.

WHO WE ARE

Teaching Lab is a nonprofit organization with a mission to fundamentally shift the paradigm of teacher professional learning. We envision a world where teachers and students thrive together in communities that enable life-long learning and meaningful lives. In partnership with teachers, we transform professional learning from the ground up to dramatically improve student outcomes. We also work with school, district, and state leaders to create the instructional systems necessary to support these changes. To learn more about Teaching Lab, explore our website at www.teachinglab.org.

OUR VALUES

Teaching Lab seeks to fundamentally shift the paradigm of teacher professional learning in pursuit of excellent educational outcomes for every child.

Teaching Lab's ultimate goals are:

- Educators learn more than they would without us
- Students learn more than they would without us, in a way that cannot be predicted by race, gender, or family income
- Educators we serve say they love our approach, and they want to keep doing it to advance educational equity

All employees are expected to embrace Teaching Lab's Values to help us achieve our ultimate goals.

Job Posting – Senior Director, Program (Math) – 08/2026



- Collaboration & Responsive Service
- Resilient Solution-Finding
- Research & Learning With Humility
- Accountable Excellence
- Equity & Justice

Read more about Teaching Lab's Values [here](#).

ABOUT THE DEPARTMENT

The Program department's primary purpose is to design, deliver, and continuously improve teacher professional learning programs that strengthen instructional practice and drive student achievement. The team's main functions include managing and implementing scopes of work with partners, providing coaching and professional learning for teachers and leaders, and creating research-based content and learning assets tailored to partner needs. The Program department contributes to Teaching Lab's mission by ensuring that every partnership drives measurable impact on teacher practice and student learning, advancing educational equity at scale.

ABOUT THE ROLE

The Senior Director, Program's primary responsibility is to help set Teaching Lab's programmatic goals and lead the development and implementation of the systems, strategies, and processes needed to meet them. Along with the Chief Program Officer and other Senior Directors, Program, the Senior Director, Program will also hold responsibilities in the following areas:

- Acting as a math content-area expert, applying deep math curriculum and instructional expertise to programmatic projects while building the content expertise of team members
- Serving as Project Lead or Project Sponsor on complex, cross-project and cross-departmental initiatives, ensuring project success and sustainability
- Designing and overseeing high-quality, research-based, user-centered professional learning content, services, and tools
- Providing vision, direction, coaching, and oversight to direct reports, including hiring, evaluations, and workload management

The Senior Director, Program role is a managerial-level position with considerable management responsibilities. This role is essential to ensuring Teaching Lab's ability to positively impact math educator practice in service of increased student learning, particularly through complex, high-stakes partnerships that require cross-departmental coordination. Success in this position requires strong strategic thinking, effective people management, and deep content expertise.

ESSENTIAL QUALIFICATIONS

Education, Work Experience, and Knowledge

- Bachelor's degree
- Experience setting goals, creating the systems and processes for meeting the goals for educational programming

- Experience creating the strategy for a team or business function
- Track record of effective people management
- Ten or more years of combined experience directing projects and leading teams
- Ten or more years of combined experience planning and implementing projects
- Ten or more years of combined experience working with partners outside of their organization to manage workflow or deliver services
- Ten or more years of combined experience working in PK-12 education, with a minimum of two years of experience teaching PK-12 students from traditionally underserved backgrounds, with demonstrated evidence of impact
- Ten or more years of combined experience leading or coaching the implementation of HQIM (in any subject area)
- Deep knowledge and experience with College- and Career-Ready math content and practice standards
- Experience designing impactful professional learning for educators
- Experience facilitating impactful professional learning or coaching for educators
- Experience leading relationships with clients and stakeholders in an education context
- Experience teaching or coaching at least one of the following curricula:
 - Math (Amplify Desmos, Carnegie Learning, Envision Mathematics, EngageNY/EurekaMath, Illustrative Math, Into Math, iReady, Savvas, Skyline, Zearn Math)

Values, Skills, and Competencies (Static language for all Programmatic roles)

- Strong commitment to growth mindset for both adults and students, with a desire to continuously strengthen instructional practices and team capabilities
- Ability to design and deliver high-quality, evidence-based professional learning that advances teaching and learning outcomes
- Compelling communication and facilitation skills that build engagement and influence across diverse educators and stakeholders
- Strong organizational skills, with the ability to manage complex projects, multiple priorities, and tight timelines in a fast-paced environment

PREFERRED QUALIFICATIONS

- Advanced degree
- Experience providing professional learning support and services in and for consultative organizations

STRATEGIC OBJECTIVES AND KEY SUCCESS INDICATORS (KSIs)

All team members are accountable for achieving goals set in collaboration with their Home Manager, which are aligned with Teaching Lab's annual goals, department goals, and Home Manager goals, as applicable.

Please reference the current year's annual goals and Performance Review Process System (PRP) for specific goals and key success indicators.



Within the role, model the radical commitments for our values.

WORKING CONDITIONS AND REQUIREMENTS

- All team members must be able to work a flexible schedule to support operational needs.
- All team members must be able to perform the essential project, duties, and responsibilities with or without accommodation.
- All team members are expected to support program/project needs, which could mean that you hold multiple roles on project teams (i.e., Project Lead, Project Sponsor, Coach Developer, Client Partnership Manager, Instructional Designer, Subject Matter Expert, Coach/Facilitator, Project Management Support, or Analyst).
- Travel could be required for the role. Travel is determined based on business needs and can vary depending on partnership/contract requirements.
- All roles at Teaching Lab are contingent upon the availability of project work, available funding, and organizational priorities.
- Ability to work effectively in a remote environment, including extended periods of sitting, frequent participation in virtual meetings and video calls, and consistent use of computer-based systems and communication tools.
- Teaching Lab encourages practices that support employee wellness, including regular breaks, ergonomic workspace setup, and resources to support health and balance while working remotely.

ABOUT FULL-TIME ROLES

At Teaching Lab, our full-time team members are the heart of our mission to advance educational equity. Joining us in a staff role means being part of a collaborative, fast-paced environment where your contributions shape the organization's growth and impact every day. You'll work cross-functionally with colleagues who share a deep commitment to excellence, equity, and innovation, and you'll have opportunities to both lead and learn as we tackle ambitious goals together.

As a full-time employee, you'll also benefit from Teaching Lab's competitive package designed to support your health, financial security, and professional growth. Our offerings include organizational contributions toward medical, dental, and vision coverage, a 401(k) with employer match, and additional support for technology and home office expenses. Employees enjoy generous paid time off, funding for their professional development or well-being, and dedicated holidays that prioritize rest and renewal.

Full-time roles at Teaching Lab combine mission-driven purpose with comprehensive support, offering you the stability and resources to thrive while making a lasting impact in the field of education.

TRAVEL

Remote with frequent travel.

Job Posting – Senior Director, Program (Math) – 08/2026



COMPENSATION

The full salary range for this position is \$125,000 - \$189,074 annually. This range represents the full earning potential for the role, including opportunities for salary growth over time based on performance, tenure, and organizational budget. The anticipated hiring range for this position is \$125,000 - \$164,889. **Teaching Lab will generally cap salaries for new employees at 105% of the midpoint of the full salary range (\$164,889) to allow for continued growth in the role over time.** There are two types of experience being considered for this role: Experience that is directly relevant to the role and Total Working Experience, in all fields. This includes: internships and consulting work. In collaboration with the hiring manager, the People and Culture team calculates experience based on the candidate's most current resume. When calculating the offer, consideration is given to candidates that possess additional qualifications (i.e., desired qualifications). Teaching Lab will generally cap salaries for new employees at 105% of the midpoint to allow for continued growth in the role over time.

CLOSING/REVIEW DATE

This position opened on August 13, 2026 and will close on August 20, 2026. All applications received between August 13, 2026 and August 20, 2026 will be reviewed by the hiring team.