



Job Description

Senior Manager, Pathways

About TEWA

The Tri-Parish Energy & Workforce Alliance (TEWA) is a regional nonprofit career collaborative connecting students in West Baton Rouge, Iberville, and Pointe Coupee Parishes to high-quality careers in Louisiana's energy sector and skilled trades. In partnership with Baton Rouge Community College and a coalition of regional energy and industrial employers, TEWA is building an aligned system of career pathways that begin in high school and lead to industry-recognized credentials, postsecondary training, and family-sustaining jobs in the communities where students grew up.

TEWA's inaugural Energy Pathway launches in Fall 2026. As a new organization in a formative growth phase, TEWA offers staff the rare opportunity to shape program design, employer engagement, and student outcomes from the ground up — and to do so in close collaboration with school district leaders, postsecondary partners, and industry employers committed to investing in the region's workforce.

The Tri-Parish Energy & Workforce Alliance (TEWA) seeks a founding Senior Pathways Manager to help bring our bold vision to life.

Working closely with participating districts and communities, the Senior Manager, Pathways will coordinate the day-to-day execution of TEWA's vision and strategy. The Senior Pathways Manager will partner with school leaders, districts, higher education partners, industry leaders, and the broader community to build understanding, advance strategic plans, support the execution of the goals of the Collaborative, and monitor progress along the way.

As a key support for a unique partnership of districts, higher education, and industry partners, the Senior Manager, Pathways, will work alongside stakeholders collectively and individually, ensuring that partners within the Collaborative have the operational and programmatic support they need to develop and continuously improve innovative program offerings and exemplify excellence in student achievement. The Senior Pathways Manager will also represent TEWA in local and regional settings and support the Collaborative's external relations, fundraising, and Board of Directors coordination.

Responsibilities

The core responsibilities of the Manager will include, but not be limited to:

Partnership and Strategy

- In partnership with TEWA leadership and the Board of Directors, support the development of TEWA's strategy, helping to ensure the work meets the organization's bold vision
- Cultivate and strengthen TEWA's relationships with participating district and school leaders, other school stakeholders, institutions of higher education, employers, current and potential future partners, and state and federal agencies
- Serve as liaison between participating districts, schools, higher education and industry partners, and the nonprofit board, building relationships within and across the participating communities
- Coordinate logistics and follow-up for meetings of the Board of Directors
- In collaboration with partners and the nonprofit board, support the development and execution of the organization's founding strategic plan

Collaborative Planning, Talent, and Continuous Improvement

- Build and manage systems across TEWA for development and approval of annual plans consistent with the Collaborative's efforts
- Build strong relationships with school leaders and Dual Enrollment and CTE coordinators, understand their needs, and help them access resources and supports aligned to those needs
- Identify and coordinate access to high-caliber partner organizations
- Facilitate collaboration and shared professional development across districts, higher education and industry partners, and identify opportunities for the sharing of resources and expertise
- Develop and implement systems for sharing best practices and lessons learned across districts, higher education and industry partners in the Collaborative and beyond, potentially even through learning visits to national exemplars
- Partner with participating districts and schools, higher education and industry partners, and where applicable, expert support organizations, to support strategies for teachers, leaders, and other school staff

Accountability and Monitoring

- Build nonprofit and school-level capacity to collect, analyze, and respond to data to inform continuous improvement efforts
- Regularly evaluate program effectiveness and monitor results, tracking and communicating progress toward goals outlined in the performance agreement

Operations

- Coordinate annual scheduling and transport plans, and oversee weekly schedule changes in real time.
- Collaborate with participating stakeholders to develop and maintain operational guidelines, particularly relating to staffing, budgeting, scheduling, student recruitment and enrollment, technology/IT, facilities, equity, transportation, purchasing, and other policies
- Coordinate and help resolve issues between partners

Finance

- Support TEWA's financial operations, including budgeting, shared service contracts, and procurement
- Work closely with participating stakeholders and their finance teams to ensure smooth functioning of key financial systems
- Provide guidance to districts on tuition payments, advising them to utilize the most advantageous funding sources for covering tuition costs.
- Ensure that TEWA offerings leverage and maximize all state funding levers

External Relations

- Represent TEWA in local and regional settings, articulating the partnership's goals and progress to engage stakeholders
- Communicate with and make regular presentations to the TEWA Board of Directors and participating School Boards
- Develop and share communications materials about TEWA's strategy and progress, including an annual report highlighting the performance of the Collaborative
- Support the development and execution of a plan to secure additional funding for the nonprofit from philanthropic partners, state grants, or other sources
- Help build strong brand recognition and positive publicity for TEWA in local and regional settings

Skills, Knowledge, Qualifications and Experience

- A demonstrated commitment to improving student outcomes
- A demonstrated commitment to equity and to closing opportunity and achievement gaps
- Familiarity with school operations, including finance, operations, human capital, and accountability systems (prior school or district experience preferred)
- Demonstrated knowledge of and interest in concurrent enrollment and CTE programs
- Ability to organize effectively, prioritize, and manage the implementation of multiple initiatives
- Ability to develop strong relationships and buy-in from key stakeholders across at least five different communities, including the TEWA board, district, higher education and industry leaders, state and federal agencies, local school boards, support organizations, school and community stakeholders, and potential donors
- Flexibility to adapt quickly in the face of change
- Excellent communicator, comfortable with public speaking and development of communications messages and materials
- Strong problem solver and sound decision maker, balancing data, experience, and judgment to make thoughtful decisions
- Bachelor's degree required (advanced degree preferred)
- At least 5–7 years of education-related work experience