Scott Center
FOR SOCIAL ENTREPRENEURSHIP
HILLBROOK SCHOOL



Position Statement

Director of The Scott Center for Social Entrepreneurship

Hillbrook School

Los Gatos & San Jose, California
Start Date: July 2025

RG 175
Change as Opportunity

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The Opportunity

The Director of the Scott Center for Social Entrepreneurship will have the unique opportunity to guide the Scott Center through its next phase of growth and development. Founded seven years ago thanks to the vision and extraordinary generosity of Shannon & Kevin Scott, the Scott Center for Social Entrepreneurship has moved from idea to reality and, in the process, transformed the educational experience at Hillbrook and beyond. The Scott Center's growth has gone hand in hand with the school's evolution from a JK-8 into a JK-12 program, and has served as a powerful catalyst for designing and delivering an experience across JK-12 that is guided by **the Scott Center's two driving questions - "What matters to you?" and "What are you doing about it?"** Founding Director Annie Makela has done a tremendous job imagining, building, and co-creating the Scott Center with educators both on and off campus, and the next Director will have the opportunity to build on the strength and momentum that has been created. As a member of Hillbrook's Senior Leadership Team, the Director will supervise a diverse group, including the Community Engagement & Program Lead, the Experiential Education Lead, the Community, Events & Philanthropy Fellow, and several additional collaborators.

This is a rare opportunity for a visionary leader to shape the future of social entrepreneurship education, not just at Hillbrook but as a model for schools nationwide. The next Director will have the chance to expand the Center's impact, deepen partnerships, and inspire the next generation of changemakers—students who see challenges as opportunities and are empowered to make a difference.

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The School and Its Vision, Mission and Core Values

For nearly 90 years, Hillbrook School has been a leader in progressive, independent education. Originally founded in 1935, the school has evolved from a small boarding school serving wards of the state into one of the leading JK-12 independent schools in the Bay Area.

In 2023, Hillbrook expanded from a JK-8 school to a full JK-12 program, opening a new high school in downtown San José. This initiative reflects the school's foundational belief that its 8th graders and other students deserve an extraordinary high school experience that builds upon its exceptional JK-8 foundation. The hallmarks of a Hillbrook education—choice-driven learning, real-world engagement, and a deep commitment to diversity, equity, and inclusion—are seamlessly integrated into its high school program, providing a fresh, innovative model for secondary education.



Hillbrook's two campuses in Los Gatos and San José place it in the heart of Silicon Valley, just 35 minutes south of Stanford University, 30 minutes north of Santa Cruz, and an hour from San Francisco. The Bay Area offers an unparalleled mix of world-class universities, museums, restaurants, and outdoor activities, from hiking and biking to surfing and wine country excursions. Hillbrook's location allows students and educators to engage deeply with a thriving ecosystem of innovation and social impact.



MISSION: Hillbrook provides an extraordinary educational experience that fosters a love of learning in our students and helps them develop the knowledge, skills, and confidence to achieve their highest individual potential in school and in life. At Hillbrook, students are known, respected and valued as individuals and every day is a journey of self-discovery, imaginative thinking, creative problem solving, laughter and friendship.

VISION: Inspire children to achieve their dreams and reach beyond themselves to make a difference in the world.

CORE VALUES: Be kind. Be curious. Take risks. Be your best.

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The Scott Center Vision and Mission

It is important to note that the Scott Center Vision echoes the Hillbrook Vision.

Vision: Inspire all learners to see the world as it is, imagine what it might be, and partner with communities to realize long-term impact for people and the planet.

Mission: All schools locally and globally will have social entrepreneurship as a core subject. We educate learners of all ages to be the best leaders in the world and the best scholars for the world. The Scott Center empowers learners to engage deeply in complex challenges and ignites the changemaker in all students in order to amplify the Hillbrook vision—inspiring students to achieve their dreams and reach beyond themselves to make a difference in the world. In partnership with educators, social impact leaders, and entrepreneurs, the Scott Center seeks to cultivate a collaborative learning community that applies the best practices of social entrepreneurship. The Scott Center believes that building an entrepreneurial mindset requires on-going engagement with the six lenses of social entrepreneurship education: design, story, civics, systems, finance, and agency. On and off campus, we design experiences to deepen our connection to communities locally and globally. We ask big questions and imagine our roles in shaping a more just and equitable world. Through the work of the Scott Center, students gain the confidence to answer and act upon our two guiding questions, what matters to you and what are you doing about it?



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The Hillbrook-Scott Center Partnership

The Scott Center for Social Entrepreneurship is integral to Hillbrook School's educational vision, serving as both a signature program and a catalyst for innovation across JK-12. The Center embodies Hillbrook's commitment to student-driven learning, real-world engagement, and impact-focused education. As Hillbrook expands into a full JK-12 program, the Scott Center will play a pivotal role in shaping the school's interdisciplinary, experiential learning approach. As a core part of Hillbrook, the Scott Center benefits from the school's institutional support and leadership, ensuring its continued growth and impact, while the Scott Center enriches the school's educational model and extends Hillbrook's influence in the broader social impact landscape.

The Scott Center is, in many ways, the most compelling realization of Hillbrook's vision, mission and core values, a vibrant and dynamic model for what education can and should be at Hillbrook and beyond.

The Position

The Scott Center for Social Entrepreneurship's director reports to the Head of School and serves as a key member of the Senior Leadership Team. Leading a team of educators and collaborators, the Director will oversee programming, strategic growth, partnerships, operations, and fundraising to advance the Center's mission.

Key priorities in the Director's **FIRST YEAR** will include:

- Program Leadership: Ensure the successful delivery of JK-12 Scott Center programming across both campuses, including the launch of 11th and 12th-grade internship and capstone experiences.
- Strategic Planning: Engage with stakeholders to develop a 5-year vision for the Scott Center's continued evolution and external impact.
- Operational Oversight: Manage budgeting, staffing, marketing, and emerging philanthropic initiatives, including events such as Conversations for Good.
- Community Engagement: Strengthen partnerships with local, national, and global organizations in the social impact sector.
- Faculty & Student Support: Expand professional development opportunities and deepen student engagement in social entrepreneurship education.



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Specific Duties and Responsibilities (Long Term)

- Report to Head of School.
- Oversee the operations of the Scott Center, including budgeting, staffing, event planning, marketing and branding, and fundraising.
- Oversee in partnership with other Senior Leaders and the Scott Center team the JK-12 Scott Center programming, including key programs such as Reach Beyond Block, Social Impact & Leadership, Reach Beyond Week, HeX Block, and Immersives.
- Support the ongoing growth of the DEIJA (Diversity, Equity, Inclusion, Justice and Action) work and leadership across the JK-12 campus, ensuring the intersection of joy, challenge, and activism.
- Explore ways to extend use of social entrepreneurship frameworks such as the 17 Sustainable Development Goals and the Scott Center 6 lenses of social entrepreneurship (Design, Finance, Systems, Civics, Story, Agency) in curriculum design and communication both at Hillbrook and beyond.
- Collaborate with the Head of School and founding donors to imagine the next chapter in the Scott Center story, designing a vision that is tied to Hillbrook's Vision 2030 and helps the Scott Center develop programming and influence education both on our campus and in the broader world.
- Serve as a liaison and relationship builder across the three divisions and two campuses, designing and supporting a broad range of programs, including presentations at all-school meetings, after-school programs and activities, and Civic Dinners, to promote community and belonging.
- Host and design events like our annual Conversations for Good event to create fundraising and partnership development for the Scott Center while also enhancing the center's impact and visibility.
- Present the work of the Scott Center at regional, national and international conferences, solidifying the Scott Center as a leader in Social Entrepreneurship education.
- Manage relationships with community partners locally and globally, creating mutually beneficial collaborations with leaders in the non-profit, higher education and social enterprise sectors.
- Support structures for professional development to deepen employees' skills in social entrepreneurship and diversity, equity, inclusion, justice and action (DEIJA) work on and off campus.
- Offer a set of social impact summer and after school enrichment opportunities to generate ongoing programmatic revenue for the center.
- Actively participate in a collaborative employee culture that is committed to being at the leading edge of JK - 12th grade education.



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Key Qualifications

- Loves students! Experience with teaching, interacting with, supporting and being a resource for children
- Experience in social entrepreneurship education at the JK-12, higher education level or beyond
- Proven leadership in program development, strategic planning, and team management
- Expertise in experiential education, competency-based learning, and real-world impact frameworks (e.g., UN Sustainable Development Goals, Design Thinking).
- Fundraising and partnership-building experience within education or the nonprofit sector
- Commitment to diversity, equity, inclusion, justice, and action (DEIJA) in curriculum and institutional practice
- Ability to inspire and collaborate across a broad range of constituents across divisions—students, educators, families, community leaders, and philanthropic partners.
- An ability to live and work within an often nuanced position
- Warmth, humor and a collaborative spirit



Challenges and Opportunities

The next Scott Center for Social Entrepreneurship director will enter a role filled with exciting opportunities and meaningful challenges. As the Scott Center continues to evolve, the Director will have the chance to embed its mission further within Hillbrook's expanding JK-12 program while broadening its external influence.

Opportunities:

- Strategic Growth & Vision: The Scott Center has a strong foundation and is well-positioned for expansion. The Director will have the opportunity to shape its next phase, developing new programs and partnerships that amplify its impact within and beyond Hillbrook.
- Innovative Program Development: The Director will lead the evolution of experiential learning models that integrate social entrepreneurship into the broader curriculum, providing students with meaningful, real-world learning experiences.
- Community & External Engagement: With Hillbrook's growing presence in Silicon Valley and beyond, the Director can expand partnerships with startups, non-profits, social impact organizations, and higher education institutions to enhance student learning opportunities.
- Thought Leadership & Advocacy: As a well-regarded center for social entrepreneurship education, the Scott Center has the potential to become a national leader in the field. The Director will have opportunities to contribute to broader conversations around purpose-driven education and student agency at conferences and in professional networks.
- Sustainability & Fundraising: The Director will play a key role in developing philanthropic partnerships and additional revenue streams to secure funding to sustain and grow the Scott Center's reach.

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Challenges:

- Maintaining Coherence Across JK-12: The Scott Center serves students across multiple age groups and two campuses, so the Director must ensure a seamless and developmentally appropriate approach to integrating social entrepreneurship at all grade levels. This means not losing sight of the youngest learners while developing the upper school program.
- Balancing Internal & External Focus: The Director must balance internal program development with external outreach and partnerships, ensuring that the Scott Center's work is established, defined and benefits both Hillbrook students and the wider educational community.
- Resource Allocation & Staffing: Strategic planning and financial stewardship will be required to manage a growing team and secure funding for new initiatives.
- Equity & Access: As social entrepreneurship inherently engages with real-world challenges, the Director must ensure that programs remain inclusive, equitable, and reflective of diverse perspectives, fostering a deep commitment to DEIJA (Diversity, Equity, Inclusion, Justice, and Action).

The Director's ability to navigate these opportunities and challenges with creativity, strategic vision, and collaborative leadership will be critical in ensuring the Scott Center continues to thrive and grow as a model of social impact education.

Salary and Benefits

Hillbrook offers a competitive salary within the range of 165k-200k, and a comprehensive benefits package, including:

- Full medical, dental, and vision coverage
- Retirement planning with TIAA
- Generous paid time off, including holidays and personal days
- Professional development funding and conference opportunities
- Access to state-of-the-art educational technology

Hillbrook School is an Equal Opportunity Employer committed to fostering a diverse and inclusive community. Candidates from all backgrounds are encouraged to apply.

How To Apply

To apply, please submit the following materials:

- A cover letter outlining your interest and qualifications
- A resume/CV
- A writing sample (no more than two)

to: https://rg175.com/candidate/signup

Applications will be reviewed on a rolling basis. For best consideration, please apply before or by April 13.

For more information, visit Scott Center for Social Entrepreneurship or Hillbrook School.

Join us in shaping the next chapter of social entrepreneurship education at Hillbrook and beyond.