



Position Description: E3 Alliance Director of Career Pathways & Workforce Alignment

Classification: Professional - Full Time

Direct Supervisor: E3 Alliance Senior Director of Postsecondary and Workforce Readiness

About E3 Alliance:

E3 Alliance is a nonprofit organization leading the charge in the relentless pursuit of education transformation for Texas students. Founded in 2006, E3 Alliance is a Texas-based education collaborative that leverages data to serve as a catalyst to impact educational outcomes for all students—cradle to career. Partnering with school, community, and business leaders, E3 Alliance brings together diverse voices to collaborate and build a strong, equitable education pipeline that delivers a trained and educated workforce while creating long-term, systemic change.

Our Core Values: Collaboration | Data-driven | Equity | Learning | Relentless

E3 Alliance is an equal opportunity employer and has a Best Place for Working Parents 2025 designation for the 5th year in a row.

At E3 Alliance, we value both the effectiveness of remote work and the importance of in-person collaboration. E3 Alliance offers the flexibility of working remotely or coming into an office, with some in-person meetings required. All staff must live in the greater Austin area.

Job Overview

The Director of Career Pathways and Workforce Alignment will lead the development, implementation, and continuous improvement of regionally aligned career pathways across multiple industry sectors, including Advanced Manufacturing and Health Careers. This position plays a critical role in bridging the gap between secondary education, postsecondary institutions, and workforce demands to ensure scalable, data-informed programs of study that yield credentials of value and high-wage employment opportunities for students.

Working directly under the Senior Director of Postsecondary and Workforce Readiness, the Director will coordinate ecosystem alignment efforts, support partners in optimizing state policy levers (HB3 Outcomes Bonus and HB8 Community College Finance), and build the infrastructure for workforce pathway replication across Central Texas.

Duties and Responsibilities:

Leadership & Alignment

- Guide the implementation of cross-sector regional Programs of Study in Advanced Manufacturing, Health Careers, and emerging industries.

- Facilitate the development of stackable credential pathways, aligned graduation plans, and articulated postsecondary credit.
- Collaborate with school districts, IHEs, and workforce boards to ensure program coherence and eliminate duplication.

Data & Program Management

- Monitor enrollment and credentialing data to evaluate program success.
- Support Data Sharing Agreements (DSAs) between ISDs, colleges, and workforce partners.
- Analyze labor market trends and translate findings into actionable recommendations.

Workforce Partnerships

- Coordinate engagement with employers and industry associations to align pathways to in-demand careers.
- Support the expansion of internships, dual credit programs, and industry-based certifications.
- Participate in the development of shared training spaces and credentialed lab facilities.

Strategic Communications & Stakeholder Engagement

- Co-develop marketing campaigns with communications partners to rebrand CTE and modern workforce careers.
- Represent E3 Alliance at conferences, convenings, and stakeholder events.
- Support storytelling and recruitment campaigns aimed at students and families.

Training & Capacity Building

- Deliver professional development on CCMR alignment, dual credit expansion, and HB3/HB8 utilization.
- Support faculty credentialing strategies and the design of shared instructional resources.

Qualifications:

Education & Experience

- Bachelor's degree required; Master's preferred in Education, Workforce Development, or related field.
- 5+ years of experience in CTE, CCMR, pathway development, or regional workforce initiatives.
- Knowledge of TEA policies, Programs of Study, CCMR accountability, and community college finance structures (HB8).

Required Skills

- Strong project coordination and stakeholder engagement skills
- Excellent written and verbal communication
- Ability to analyze data and interpret labor market trends
- Knowledge of Texas CTE Programs of Study and state education policies (HB3, HB8)

- Experience managing cross-functional partnerships across K-12, higher ed, and industry

Preferred Skills

- Bilingual (English/Spanish)
- Experience supporting rural or underrepresented student populations
- Familiarity with CRM tools, PEIMS, or career tracking platforms
- Understanding of faculty credentialing or shared services models
- Prior work with grant-funded initiatives or cross-sector replication frameworks

Compensation and Benefits

E3 Alliance is supported by founding partner Austin Community College District (ACC), and through this partnership utilizes ACC payroll and human resource systems. Through ACC, E3 Alliance staff have access to ACC compensation and benefits systems, including generous vacation and sick leave, insurance, and other benefits.

Salary Range: \$90,000-\$98,000

- Salary based on experience and expertise
- Health care and dental insurance, TRS retirement benefits, disability insurance, and other standard ACC benefits
- E3 Alliance is unable to support candidates who require sponsorship to work in the United States
- This position is grant-funded, but does not have a defined timeframe and is intended to be a full-time, ongoing position

To be considered for this position applicants must complete both of the following steps:

- [Submit an ACC application](#), includes uploading your resume and cover letter
- Complete the E3 Alliance Employment Questionnaire: [E3 Alliance Employment Questionnaire](#)