

Partners in Mission

Head of Strategic Planning

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January 2027 Start Date

Remote | National Travel



About Partners in Mission

Partners in Mission ("PIM") is one of the nation's leading Catholic school and organization consulting firms. For more than 15 years, we've worked with more than 1,000 Catholic schools, dioceses, and religious organizations across the country. Our partners have raised over $1 billion for Catholic education, and we've placed more than 200 leaders who now impact their communities.

Our work at Partners in Mission covers capital campaigns, enrollment management, strategic planning, board and leader development, and executive search. Advising Catholic organizations is our calling. Many of our consultants have held leadership roles in Catholic organizations, so we bring firsthand experience to every project.

We're a small, tight-knit team of experienced Catholic leaders and advisors, and we treat this work as a vocation.

The Opportunity

The Head of Strategic Planning reports to the Managing Partner and is one of the most senior roles at PIM. You'll lead and grow our Strategic Planning practice, which walks alongside Catholic organizations as they rigorously analyze their priorities and discern God's will for them and their organization.

Today the practice leads strategic planning for Catholic schools and dioceses with a team of consultants. Our goal is to more than double our impact within two years, and we need a professional with the experience and drive to get us there. Our name and network will help you gain access to many Catholic boards and leaders. This position gives you the opportunity to communicate the value of Partners in Mission and deliver on the promise.

You'll be a "player-coach." You'll lead your own portfolio of plans while taking charge of the practice's methodology, consultants, client relationships, and growth. We expect this person to take ownership of the practice, including the quality of our work, the development of our consultants, client relationships, and continued growth.



Role Overview

The Head of Strategic Planning will serve as both the lead consultant and the practice leader for Partners in Mission's strategic planning engagements. You will guide your own portfolio of Catholic organizations each year, lead and develop a growing team of planning consultants, and take ownership of the practice's methodology, quality, and growth. This is a senior, client-facing role with ownership of results.

Two Paths to This Seat

We expect strong candidates will either be an experienced consultant or an experienced leader of an organization.

The seasoned consultant: You've spent years in strategic planning or management consulting, ideally with schools, universities, or mission-driven organizations, and you want to bring that craft to Catholic schools and organizations. You're comfortable analyzing business models and strategy, and you still like doing the work yourself.

The former school leader: You've served as president or head of school (high school, K–12, or university) and led 3 or 4 strategic plans during your tenure. Out of curiosity and a desire to do right by your school, you went deeper than the job required. You studied different planning models and operating frameworks, refined your approach each cycle, and found out you love planning itself.

What You Will Own

- Personally lead approximately 10 to 15 strategic planning engagements per year for Catholic organizations, from discovery and assessment through the final plan and implementation guidance.
- Own the overall performance of the Strategic Planning practice, including revenue growth, engagement profitability, consultant utilization, capacity planning, and the development of a sustainable business model.
- Stay abreast of regional and national trends in K-20 Catholic education and bring this knowledge to enhance client value.
- Facilitate planning sessions and listening sessions with boards, presidents, principals, faculty, parents, and alumni, often on-site, often in the evening, and always with energy.
- Guide Catholic organizations through an honest self-assessment across mission and Catholic identity, academics, enrollment, advancement, finances, governance, and facilities, and translate what you learn into a clear, actionable, evergreen plan.
- Collaborate with PIM's research, data and marketing teams to translate client insights, emerging trends, and proprietary methodologies into thought leadership, publications, conference presentations, etc.
- Incorporate an empathetic, human-centered approach to audience insight development and weave this throughout the strategic planning process.
- Own and evolve the Partners in Mission planning methodology, honoring the strength of our established process while creatively developing approaches that fit schools of different sizes, needs, and stages.
- Lead the evolution of PIM's proprietary strategic planning methodology, incorporating emerging best practices and creating scalable intellectual property, tools, and maturity models to strengthen PIM's competitive positioning.
- Lead the work of a team of planning consultants by reviewing deliverables, coaching, and ensuring consistent quality and the PIM way of working, without micromanaging.
- Work collaboratively across practice areas to translate the defined strategic priorities of the client and organization into tangible opportunities for continued client support and growth. They will also identify gaps in PIM services and unmet client needs that PIM is well suited to fulfill.
- Help recruit and build the team, adding full-time and part-time consultants as the practice scales.
- Collaborate with PIM's campaign, enrollment, leadership development, and search practices to identify cross-practice opportunities and provide clients with integrated support.
- Strengthen the connection between strategy and execution. Help clients translate plans into measurable priorities and ongoing performance management. Identify and nurture opportunities for ongoing strategic guidance and advisory relationships where appropriate.
- Represent Partners in Mission at national conferences, diocesan events, and Catholic education convenings.
- Partner with the Managing Partner to explore opportunities to extend the practice beyond K–20 Catholic schools over time.

What We're Looking For

This role requires a practicing Catholic. You'll help schools assess their Catholic identity and plan how they'll form the disciples of tomorrow. You can't do that credibly without a Catholic formation of your own.

We want someone whose faith is alive and honest (perfection isn't the bar, and there's no single right way to live it). You understand the weight of the mission Catholic organizations carry, and you feel called to support it.

Where appropriate, the leader should challenge conventional thinking, anticipate disruption and help clients explore new potential avenues of growth and differentiation including alternative business models.

We are looking for someone who embodies all three virtues of Patrick Lencioni's Ideal Team Player framework.

Humble. Hungry. Smart.

HUMBLE: No ego. Shared credit. Mission first.

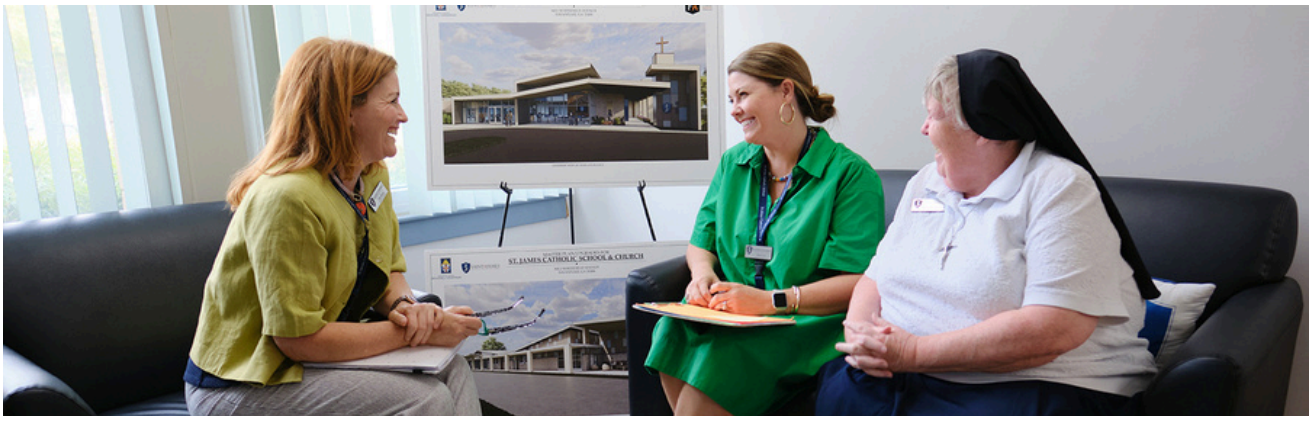
The best strategic plan is the organization's plan, not yours. You draw out the wisdom of a community rather than imposing your own, and you are glad when a board or principal owns the vision. You acknowledge what you don't know, seek input from colleagues and clients, and develop your team without needing to be the loudest voice in the room. At PIM, humility isn't passivity; it means knowing your gifts and using them in service of something larger than yourself.

HUNGRY: Self-motivated. Relentless. Wired to grow.

You don't need to be managed. You hold yourself to a standard that exceeds what anyone else would set for you. You see the opportunity to build the leading strategic planning practice in Catholic education and lean in by evolving the process, growing the team, and pursuing new clients. You get energy from being in a school at 7 PM on a Wednesday with alumni, parents, and board members, and you bring the same intensity to the 25th planning session as to the first. Every plan is a chapter in a school's story.

SMART: Sharp thinker. Reads the room. Builds trust.

For this role, smart means two things. First, real intellectual horsepower: you think rigorously about business models, strategy, and different approaches to planning, and you can distill a mountain of input into a few clear priorities. Second, emotional intelligence: you navigate the relational complexity of Catholic institutional culture with ease, read people accurately, and know when to push a board and when to listen.



Professional Qualifications

Required

- Practicing Catholic with demonstrated commitment to the mission of Catholic education
- Significant experience leading strategic planning, either as a consultant or as a senior school, university, or Catholic organization leader (e.g., president or head of school) who has led multiple planning cycles
- Strong analytical and strategic thinking, with fluency in business models, organizational strategy, and a range of approaches to strategic planning
- Skilled facilitator who can lead productive sessions with boards, faculty, parents, alumni, and diocesan leaders, and deliver candid counsel with grace
- Exceptional written and visual communication from someone who genuinely enjoys building presentations, templates, and frameworks and writing clear, compelling plan narratives
- Proven ability to build and manage senior-level client relationships with boards, presidents, and diocesan officials
- Ability to manage multiple engagements simultaneously while reviewing and elevating the work of other consultants
- High degree of initiative and self-direction
- Willingness to travel nationally (approximately 30%) for on-site sessions, client meetings, and conferences

Preferred

- Experience leading or developing a team of consultants, or building a professional services practice
- Business development experience, including selling consulting services and turning relationships into engagements
- Personal network within Catholic education and/or organizations, including dioceses, religious orders, and Catholic school associations
- Familiarity with Catholic school governance structures, accreditation standards, and school finances
- Graduate degree in education leadership, business, theology, or a related field
- Familiarity with AI and an interest in learning more about AI and incorporating it into both client and internal work, as appropriate



Core Competencies

Ownership

You treat every plan as if your name is on it. You spot problems before clients feel them and hold the line on quality when timelines get tight. You think like a practice owner who watches economics and capacity, and you care whether the plan comes to life after the final presentation.

Relational intelligence

Strategic planning in Catholic education runs on trust built up over years. You invest in relationships with no immediate payoff, and you're the same person in a boardroom as you are on a follow-up call with an anxious leader.

Mission and strategic discernment

You help schools and organizations see themselves clearly, with rigor and empathy. You ask the questions that get beneath the data to a school's or organization's charism and Catholic identity. And you help clients figure out what they actually need, which is often different from what they assumed when they first called. The plans you shape are ambitious yet realistic, and they hold up for years.

Entrepreneurial builder

You have the instincts to build things: a methodology, a team, a pipeline of clients. You're creative about how the work gets done and comfortable adjusting the approach for schools and organizations of every size, from a single parish school to a diocese or religious order. Growing this practice is part of our calling, and you treat it that way.

Player-coach leadership

You lead from the field. You carry your own engagements while raising the bar for the people around you: reviewing their work, coaching them, and passing along what works.

Why Join Us? What Partners in Mission Offers

- Impactful Work: Your efforts will directly contribute to the success of Catholic schools, dioceses, and Catholic organizations, helping them to flourish and grow.
- Collaborative Culture: We're a mission-driven team that supports one another and shares a common goal: the success of Catholic organizations, especially Catholic schools.
- Competitive Compensation: A rewarding package that reflects both your own client work and your leadership of the practice, with meaningful upside as the practice grows
- A mission-driven team of peers who take their work seriously and each other generously
- Real leadership of a practice with room to grow and the chance to build a team and more than double the practice's reach over the next two years
- Access to PIM's 15+ year network across Catholic education nationally
- Flexibility in how and where you work, balanced with the travel and presence a national consulting practice requires
- A culture that integrates faith and professional excellence without apology



To Apply

Please submit your resume and either a cover letter or a brief one minute video introduction of yourself and why you are interested:

APPLY NOW

Partners in Mission

Interested in this opportunity? Contact:

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