Senior College Success Manager (Sr. CSM)

Location: Glen Allen, VA (Innsbrook) | Full-time | Hybrid (1–2 remote days per week)
Reports To: Senior Director of Programs
Salary Range: $60,000 - $65,000 (commensurate with experience)

Are you passionate about helping students unlock their potential and achieve their college dreams? Join us as a **Sr. College Success Manager** and play a hands-on role in shaping the futures of first-generation and high-achieving students across the Richmond region.

About Us

Partnership for the Future is a college access and success program serving more than 500 students each year. Our mission: prepare first-generation, low- to moderate-income high school students for success in college and beyond. With year-round programming, including workshops, mentoring, and paid summer experiences, we equip students with the tools and confidence to graduate from college with little to no debt.

Make an Impact Where It Matters Most
Are you passionate about helping students not just get to college—but successfully graduate? We are seeking a Senior College Success Manager to lead and strengthen programs that support college students from matriculation through graduation. This role is ideal for a data-driven, relationship-oriented leader who is energized by student success, program innovation, and measurable impact.
You will play a critical role in shaping strategies that improve college persistence and degree completion outcomes, while directly supporting students, families, and institutional partners.

What You'll Do
Lead Student Success Programming
- Drive the execution and continuous improvement of college success programming focused on retention and graduation outcomes
- Implement evidence-based strategies to support students through key transition points
- Deliver engaging workshops, training sessions, and cohort-based experiences
Own Data & Outcomes
- Manage student data systems, reporting, and performance dashboards
- Track and analyze persistence, retention, and graduation metrics
- Use insights to inform program improvements and strategic decisions
Lead & Support Team Members
- Supervise and mentor interns, ambassadors, and program support staff
- Set clear expectations and ensure high-quality program delivery
Build Strong Relationships
- Engage students, families, alumni, and partners to foster a supportive success network
- Collaborate with colleges and universities to support student transitions and persistence
Strengthen Operations & Communication
- Oversee student communications and engagement strategies
- Support program documentation, evaluation, and grant reporting

What You Bring
Required
- Bachelor's degree
- 3–5 years of experience in higher education, youth development, or program management
- Experience managing programs, tracking outcomes, and using data to drive decisions
- Strong communication, facilitation, and organizational skills
- Ability to work both independently and collaboratively

Preferred
- Experience supervising staff, interns, or volunteers
- Familiarity with CRM systems and data reporting tools
- Experience developing SOPs, reports, or performance metrics
- Background in student support services or higher education programming

Additional Requirements
- Ability to travel to colleges and universities across Virginia
- Flexibility to occasionally work evenings and weekends for events

What we Offer
- Salary range: $60,000 - $65,000 (commensurate with experience).
- 15 paid holidays (including Christmas week) + 3 weeks PTO annually.
- Hybrid work schedule with flexibility.
- Medical, vision, dental, and life insurance.

Apply Today
If you are ready to combine strategy, data, and student-centered leadership to drive meaningful outcomes, we encourage you to apply.

Submit your resume to: Careers@partnershipforthefuture.org (with the subject line "PFF Sr. College Success Manager")