

Director, TeamsHaas (4551C), Haas School of Business -
80132
University of California, Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=260739>

Downloaded On: Aug. 5, 2025 4:07pm

Posted Aug. 5, 2025, set to expire Jun. 30, 2026

Job Title	Director, TeamsHaas (4551C), Haas School of Business - 80132
Department	Haas School of Business
Institution	University of California, Berkeley Berkeley, California
Date Posted	Aug. 5, 2025
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Director/Manager Professional Staff
Academic Field(s)	MBA & Executive MBA Business - General
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Job Description

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About Berkeley

At the University of California, Berkeley, we are dedicated to fostering a community where everyone feels welcome and can thrive. Our culture of openness, freedom and belonging make it a special place for students, faculty and staff.

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As a world-leading institution, Berkeley is known for its academic and research excellence, public mission, diverse student body, and commitment to equity and social justice. Since our founding in 1868, we have driven innovation, creating global intellectual, economic and social value.

We are looking for applicants who reflect California's diversity and want to be part of an inclusive, equity-focused community that views education as a matter of social justice. Please consider whether your values align with our [Guiding Values and Principles](#), [Principles of Community](#), and [Strategic Plan](#).

At UC Berkeley, we believe that learning is a fundamental part of working, and provide space for [supportive colleague communities via numerous employee resource groups](#) (staff organizations). Our goal is for everyone on the Berkeley campus to feel supported and equipped to realize their full potential. We actively support this by providing all of our full-time staff employees with at least 80 hours (10 days) of paid time per year to engage in professional development activities. Find out more about how you can [grow your career](#) at UC Berkeley.

Departmental Overview

UC Berkeley's Haas School of Business offers a unique opportunity to champion new ideas, collaborate across boundaries, and continually learn in a workplace committed to creating a welcoming environment for all. Our distinctive culture is captured within our four [Defining Leadership Principles](#): **Question the Status Quo, Confidence Without Attitude, Students Always, and Beyond Yourself**. These principles distinguish Berkeley Haas as a unique environment, conducive to teamwork, collaboration, and career growth.

For more information about the Haas School of Business visit: <https://haas.berkeley.edu/about/>

The [Teams@Haas](#) Program is core co-curricular program designed to support academic team development by providing students with an evidence-based team framework, tools, and coaching. Designed to enhance team effectiveness, the program supports academic learning, cultivates conditions for leadership growth, and serves as a resource for faculty who use team-based learning pedagogies.

The Haas School of Business embraces flexible working arrangements for its employees. Exact arrangements are determined in partnership with your supervisor to meet role responsibilities and department needs, and are subject to change.

Application Review Date

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The First Review Date for this job is: 08/14/2025.

Responsibilities

Using specialized knowledge of learning theory, counsels students and develops and implements programs to students to enhance their academic success.

The Director of [Teams@Haas](#) delivers a core, evidence-based academic program that serves over 1,500 MBAs and undergraduates annually, while also serving as a thought partner to faculty who teach project-based courses. This program provides a common framework, tools, techniques, and coaching, empowering students to cultivate collaborative team dynamics that promote academic learning.

The program, under the director's stewardship, also fosters leadership development by utilizing academic teams as a "sandbox" for students to practice and master the collaborative leadership competencies as they tackle both low- and high-stakes academic challenges that necessitate exploration, experimentation, critical thinking, and collaborative problem-solving.

[Teams@Haas](#) plays a pivotal role in cultivating our distinctive Berkeley-Haas culture through the design of programming and coaching that reinforce our defining principles. In partnership with the faculty architect, the Director of [Teams@Haas](#) and the coaching team model, develop programming, and create conditions that encourage students to:

- Question the status quo by championing bold ideas and taking intelligent risks to solve complex problems.
- Engage with collaborative confidence using evidence and analysis, while also creating the conditions for learning and experimentation.
- Go beyond themselves to be stewards of their teams and to take a longer view of their actions and decisions.
- Be students always by engaging with curiosity and seeking out diverse perspectives to foster intellectual, personal, and team development.

Utilizing specialized expertise, applies program responsibility for a broad academic discipline or student category to develop and present the [Teams@Haas](#) Program to students to enhance their learning capabilities in groups, or 1:1, for a wide range of issues, including: the discipline of team dynamics and development to promote academic success and our Berkeley-Haas defining principles.

- Responsible for the execution and delivery of the [Teams@Haas](#) program for all three MBA Programs, the UGBA Program, and project based courses impacting over 1500 students a year

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with nearly 300 workshop touchpoints. The goal of the program is to bridge evidence with practice through the delivery of content, tools, and executive coaching.

- Responsible for creating a distinctive experience that allows students to benefit from the unique evidence-based research assets of UC Berkeley in parallel with the global innovation-based geography of the Silicon Valley.
- Responsible for facilitating core [Teams@Haas](#) modules and identifying expert facilitators to augment as needed based on the programming needs.
- Responsible for administering the full range of the [Teams@Haas](#) program's operational requirements, including short and long-term planning.
- Responsible for designing new programming in partnership with the faculty advisor to support team development, academic learning, and leadership development in various educational contexts across the MBA and UGBA programs.

Augments academic programming with team and 1:1 coaching to support learning and development.

- Responsible for creating the conditions, curriculum, and coaching support needed to integrate a multiplex student population to enhance UC Berkeley's capacity for interdisciplinary learning and to amplify the development of leaders who can navigate and steward complex global contexts.
- Provide coaching to teams that experience challenging team dynamics that are impacting the student experience and academic performance.
- Provides 1:1 coaching for students navigating challenging team dynamics.
- Provides mediation methods to support students in engaging in interpersonal discussions to promote effective communication across differences and opposing views.

Designs, develops, implements, and delivers multi-format programs and teacher training for a broad academic discipline to enhance the learning and teaching process for students.

- Responsible for designing the [Teams@Haas](#) workshops and coaching to be delivered through multi-format programming that can support students who are learning in in-person, hybrid, or virtual academic contexts.
- Designs new modules based on the High Impact Team Theoretical Framework in partnership with the faculty advisor and ensures design is in alignment with theories of adult development and experiential learning.

Trains and provides guidance to graduate students, staff, executive coaches, and student interns who teach, advise, and coach students.

- Responsible for developing an executive coaching team based on the evidence-based

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framework, tools, and methods. This team is composed of coaches who are effective at working with students (embedded in academic teams) from different departments, a variety of backgrounds, as well as lived experiences, in support of academic learning as well as interdisciplinary collaborations on large-scale client projects on behalf of UC Berkeley. Examples include clean tech, social sector, and international development projects.

- Manages MBA/UGBA Student Coaching Program: Recruits, trains and delivers student coaches to support Undergraduate teams in UGBA150 and UGBA10x.
- Oversees a student worker who oversees basic administrative tasks and also serves as an ambassador for cultivating collaborative learning communities within the undergraduate business program.
- May provide guidance to Academic Student Advisers on pedagogic issues affecting students in their departments.
- Works closely with Academic Student Advisers when challenging team dynamics emerge to support student development and alignment with the program office's goals and policies.

May work with departments to develop study groups tied to specific department courses or series of courses.

- Works with program offices annually to advise on the creation of core academic teams based on key criteria that align with the missions of interdisciplinary learning in a global context.
- Works to develop digital strategies to create consistent approaches for team composition that meet the criteria for specific courses in our MBA/UGBA programs.

Provides training for pedagogical skills to faculty, and designs, develops, and implements curricula and training for professional courses.

- Responsible for providing training and consultation to faculty on supporting team development and navigating team conflict when it emerges in core UGBA/MBA courses.
- Provides training and consultation to faculty on team composition, team project design, and other factors that can impact team effectiveness in an academic context.

Develops and implements curricula and training for professional courses for teachers and prospective teachers at the graduate and undergraduate level.

- Responsible for developing and implementing the [Teams@Haas](#) program for all three MBA Programs, the UGBA Program, and project based courses, creating a team development ecosystem that bridges academic learning and leadership development.
- The curriculum includes a series of workshops designed to support academic team development,

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individualized coaching for students embedded in teams when challenging dynamics emerge that negatively impact academic performance, and mediation support in concert with tools and methods that can be used by students in future courses and contexts.

- The program is based on an evidence-based framework and utilizes methods, tools, and coaching practices developed by the faculty advisor. The goal of the program is to bridge evidence with practice through the delivery of content, tools, and executive coaching for graduate and undergraduate students.

Develops evaluative tools and methodologies to assess and evaluate the effectiveness of programs and services.

- Responsible for continued program development that creates economies of scale. [Teams@Haas](#) has grown from 250 students in 2012 to over 1500 by the end of 2025 with minimal growth in expenditures.
- The growth of the program is expected to continue requiring strategic thinking, efficient design, and the ability to partner effectively with participating coaches, faculty, and programs.
- Responsible for annual debriefs with faculty advisor, program directors, executive coaches, and staff, as well as ladder and professional faculty, to identify changes to the [Teams@Haas](#) content and procedures.
- Responsible for content adaptations and the creation of new modules that support the consistent execution of the pedagogical goals of the [Teams@Haas](#) curriculum, growth of the program, and ability to meet the unique needs of the various programs and courses that utilize the [Teams@Haas](#) programming.

Establishes and maintains partnerships with organizational departments and units on outreach, orientation, academic strategy, enrichment workshops, community building events, and activities.

- Responsible for partnering with ladder and professional faculty as well as program directors to embed [Teams@Haas](#) into the various academic contexts at Berkeley-Haas that use Teams as a platform for academic learning.
- Responsible for working with Haas Digital to explore technologies that support the development of academic teams over time.
- Responsible for maintaining critical cross-campus partnerships that bring value to the UC Berkeley campus learning and innovation ecosystem.

Participates in the program budgeting and accounting processes to support the financial infrastructure of the program.

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- Responsible for participating in the [Teams@Haas](#) Program budget (\$399,000)
- Responsible for interfacing with the [Teams@Haas](#) finance partner on a monthly basis to set annual budget that aligns with Berkeley-Haas pedagogical goals and strategic initiatives, to update expenditures based on monthly spending, and to meet budgetary expectations.
- Responsible for aligning program expenditures with coaching staff commitments, program offerings, and resource allocations for courses.

Other duties as assigned.

Professional Learning and Growth

- Actively contributes to a team environment that fosters and promotes a culture of belonging for all, within the unit and at Haas. Exemplifies Haas' four Defining Leadership Principles: (1) Question the status quo; (2) Confidence without attitude; (3) Students always; and (4) Beyond yourself.
- Completes required training on time and engages in opportunities for learning pertinent to the position or at the suggestion of the supervisor.

Required Qualifications

- Advanced knowledge in theoretical concepts of adult learning.
- Knowledge on methodologies to enhance student success.
- Advanced knowledge of a broad academic discipline, team dynamics, and learning needs of a broad student category (Executives, MBAs, and undergraduates).
- Advanced knowledge of specific learning styles, linguistic issues.
- Knowledge of how learning skills issues apply to a research institution.
- Knowledge of academic curricula including the theories of team dynamics.
- Knowledge in designing and implementing learning and pedagogical models.
- Knowledge of strategies in critical thinking, reading, writing, note taking, test taking, time management, and goal setting.
- Demonstrated interpersonal skills.
- Demonstrated skills in judgment and decision-making.
- Advanced knowledge on research and theoretical models that influence the application and delivery of academic services (e.g., discipline specific, student-population specific).
- Supervisory skills to hire, train, and provide coaching and guidance to student workers and student interns.
- Excellent interpersonal skills, demonstrating a desire to establish and maintain positive &

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professional working relationships with colleagues, students and team members.

- Exemplifies Haas' four Defining Leadership Principles: (1) Question the status quo; (2) Confidence without attitude; (3) Students always; and (4) Beyond yourself.

Education/Training:

- Bachelor's degree in related area and/or equivalent experience/training.
- Coaching certification.

Preferred Qualifications

- Knowledge of NCAA policies, rules, and regulations.
- MBA degree in related area and/or equivalent experience/training.

Salary & Benefits

For information on the comprehensive benefits package offered by the University, please visit the University of California's [Compensation & Benefits](#) website.

Under California law, the University of California, Berkeley is required to provide a reasonable estimate of the compensation range for this role and should not offer a salary outside of the range posted in this job announcement. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, analysis of internal equity, and other business and organizational needs. It is not typical for an individual to be offered a salary at or near the top of the range for a position. Salary offers are determined based on final candidate qualifications and experience.

The budgeted annual salary range that the University reasonably expects to pay for this position is \$91,500.00 - \$126,400.00, rate is shown at 100% FTE.

- This is an exempt monthly-paid position.

How to Apply

- To apply, please submit your resume and cover letter.

Other Information

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This position will be governed by the terms and conditions in the agreement for the Student Services Advising Professionals, represented by the UAW.

- This is not a visa opportunity.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

Mandated Reporter

This position has been identified as a Mandated Reporter required to report the observed or suspected abuse or neglect of children, dependent adults, or elders to designated law enforcement or social service agencies. We reserve the right to make employment contingent upon completion of signed statements acknowledging the responsibilities of a Mandated Reporter.

SB 791 and AB 810 Misconduct Disclosure Requirement: As a condition of employment, the final candidate who accepts a conditional offer of employment will be required to disclose if they have been subject to any final administrative or judicial decisions within the last seven years determining that they committed any misconduct; received notice of any allegations or are currently the subject of any administrative or disciplinary proceedings involving misconduct; have left a position after receiving notice of allegations or while under investigation in an administrative or disciplinary proceeding involving misconduct; or have filed an appeal of a finding of misconduct with a previous employer.

"Misconduct" means any violation of the policies or laws governing conduct at the applicant's previous place of employment, including, but not limited to, violations of policies or laws prohibiting sexual harassment, sexual assault, or other forms of harassment, discrimination, dishonesty, or unethical conduct, as defined by the employer. For reference, below are UC's policies addressing some forms of misconduct:

[UC Sexual Violence and Sexual Harassment Policy](#)

[UC Anti-Discrimination Policy](#)

[Abusive Conduct in the Workplace](#)

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Equal Employment Opportunity

The University of California is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected status under state or federal law.

To apply, visit

https://careerspub.universityofcalifornia.edu/psc/ucb/EMPLOYEE/HRMS/c/HRS_HRAM_FL.HRS_CG_S

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

N/A

University of California, Berkeley

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