

# Executive Director — At a Glance

**High Plains Regional Education Cooperative (REC #3)**  
**Raton, New Mexico**

## The Opportunity

Lead a multi-district cooperative serving Northeastern New Mexico. Ideal for a superintendent-level leader ready to expand their influence regionally and shape innovative, high-impact services for rural districts.

## What You'll Lead

- Strategic direction and implementation of REC #3's mission and programs
- Regional initiatives including IDEA-B, federal programs, and Medicaid in the Schools
- Development of new services, partnerships, and grant-funded opportunities
- Fiscal stewardship, compliance, and transparent reporting
- Council governance, policy development, and executive advisement
- Organizational leadership, staffing, evaluations, and recruitment
- District support in special education law, monitoring, and technical assistance
- Representation with PED, the Legislature, and statewide agencies

## What You Bring

- Eligibility for a NM administrative license
- Master's degree or higher in educational leadership or related field
- Proven success leading complex systems and teams
- Strong grant management and compliance experience
- A collaborative, innovative leadership style

## Contract & Compensation

Full-time, 261-day contract. Competitive salary and benefits set by the REC #3 Council. On-site presence required in Raton, NM.

## How to Apply

- Complete the application:  
<https://wsos-cdn.s3.us-west->

2.amazonaws.com/uploads/sites/75/Employment-Application-HPREC.pdf ([wsos-cdn.s3.us-west-2.amazonaws.com in Bing](#))

- Submit application, cover letter, résumé, and three current letters of recommendation to: **jobs@hprec.com**

**Deadline: Monday, March 2, 2026**