



About Persist Nashville

Persist Nashville provides relationship-based college coaching to graduates of Metro Nashville Public Schools, with a focus on first-generation college students and students of color. We exist to close the postsecondary completion gap and to ensure that completion leads to genuine economic mobility. We see a path to nearly the double college completion rate for MNPS graduates from 27% to 50% by 2032, because of what coaches like you do every day. Since 2019, Persist students have exceeded state and national benchmarks at every stage of the postsecondary pipeline.

The Role

The role is entry-level in title, but not in impact. You will support students at one of the most consequential moments in their lives, and your work will directly shape whether they complete their degree.

A College Persistence Coach is often the first consistent adult relationship a student has on their postsecondary journey. A Persist Coach reaches out to students before a crisis, stays engaged through hard semesters, and builds the kind of trust that keeps students moving forward when everything else feels like a reason to stop.

This is not a reactive case management role. Persist coaches are proactive. You are tracking your students, anticipating what they need before they ask, and building a coaching relationship strong enough that students reach out to you when things get hard.

What You Will Do

Proactive Enrollment and Persistence Coaching

Your primary responsibility is maintaining active, consistent coaching relationships with students by:

- Initiating contact with students on a regular cadence with a personalized approach according to Persist's program model
- Conducting structured coaching conversations that surface barriers early
- When barriers are identified, connecting students to organizational, campus, and community resources to help them persist
- Leveraging data to deliver the right support at the right moment
- Maintaining detailed, accurate coaching records in Salesforce CRM after every student interaction
- Helping students navigate financial aid appeals, FAFSA corrections, scholarship applications, and other administrative processes that can derail enrollment and persistence
- Monitoring early academic indicators and intervening when warning signs appear
- Supporting students as they build the self-advocacy skills needed to navigate college independently over time
- Documenting barriers as they surface to inform how Persist's model evolves

Credential and Career Awareness

As Persist expands its credential impact coaching, you will incorporate career awareness into your persistence conversations by:

- Introducing students to Persist's credential impact framework — helping them understand how their major connects to earnings, job outlook, and long-term opportunity
- Identifying students who may benefit from deeper career coaching conversations
- Supporting students pursuing Tennessee Transfer Pathway degrees in understanding the intentionality of their credential and their next steps toward a bachelor's program
- Encouraging and supporting students in pursuing work-based learning experiences (internships, job shadows, and employer connections) as a core part of their college journey

At their core, a Persist coach is a relationship and community builder. They understand that systemic barriers are the primary reason first-generation students stop out, not individual failures. They are motivated by the success of their students, rather than the number of transactions they complete. Persist coaches are motivated learners who are looking to join a team that will invest in their growth and success.

What We Are Looking For

Experience and Background

- Postsecondary degree or credential required — any field
- 0-2 years of professional experience; this is a genuine entry-level position
- Experience working with first-generation college students, students of color, or communities navigating systemic barriers through internships, AmeriCorps, volunteer work, or lived experience is highly valued
- Familiarity with the Tennessee higher education landscape is a plus
- Experience with a CRM or data tracking system is helpful, but not required

Skills

- Relationship-first communicator who can build trust rapidly
- Proactive and organized with evidence of navigating complexity well
- Comfort with ambiguity and delayed gratification
- Data-literate and curious enough to want to understand what the data is telling you
- Resilient with a high frustration tolerance

A note on lived experience: *We actively seek candidates who share the background of the students we serve. If you are a first-generation college graduate, an MNPS graduate, or someone who navigated postsecondary education with out a safety net, that experience is directly relevant to this role and will shape how you show up for students in way that no training program can replicate. We encourage you to apply.*

Compensation and Details

Starting Title	College Persistence Coach
Salary Range	\$50,000 - \$55,000 commensurate with experience
Benefits	Medical + Dental + Vision + 401(k) available; 15 vacation days + 5 sick days
Location	Nashville, TN with regular campus visits to partner institutions

Apply to info@persistcoaching.org by June 15, 2026 at 5:00 p.m.