

Come work with us!

CompassPoint is looking for two new Project Directors.

WHO WE ARE

CompassPoint helps leaders, organizations, and movements committed to social justice realize their full power. We are a 43-year-old national nonprofit leadership practice based in Oakland, CA. We view leadership development and capacity building as means to accelerating social justice. We believe that nonprofits are powerful vehicles for positive social change and that creating a world free of oppression means practicing liberation inside and out.

We are a diverse, tightknit team of inquisitive and creative people committed to constant learning in pursuit of positive social change. We strive to bring our whole selves to work and practice leadership development with each other. We invest in each other's growth and development as professionals and as people.

THE OPPORTUNITY

CompassPoint is continuing to grow! We are adding two new Project Directors to our practice. We are looking for agile, versatile leadership development practitioners with experience in nonprofit leadership and management. Most importantly, we are looking for practitioners ready to take their experience and use it in service of creating liberated, equitable, and collective approaches to leading ourselves, our organizations, and our movements. If you're excited about the possibilities of questioning and breaking down oppressive ideas of leadership and management, CompassPoint might be the right team for you!

Two new Project Directors will have the opportunity to contribute across our programs in a variety of ways, including: in our cohort leadership programs, in our public trainings, and in consulting engagements. As a collective, we share responsibilities across programmatic and operational lines, meaning that Project Directors also hold key internal roles and are integral to CompassPoint's own management structure.

This is a really exciting time to join CompassPoint and an opportunity to make deep, meaningful contributions to our evolution. In the past few years, we've made strides to step into our commitment to racial justice, equity, and a vision for leadership that centers liberation. As we grow, we are looking for practice members who will help us more deeply align with our vision and values; centering leaders of color and white allies, working with nonprofits that are vehicles for social change, and practicing liberation inside and out.

WHO WE'RE LOOKING FOR

We are looking for two full-time director-level practice members (Project Directors) who will draw on their personal and professional experiences to nurture the growth and development of CompassPoint's programs as well as its internal structures and culture.

Project Directors lead (or co-lead) leadership development and capacity building offerings for CompassPoint's clients, including cohort leadership programs, consulting engagements, and public

workshops. They also play key program design, project management, and facilitation roles as part of highly collaborative teams.

We pride ourselves on being a non-traditional organization with a collective leadership model that strives to embody equitable practices. We believe in autonomy and trust over coercion and micro-management. We invite all team members to bring their whole selves to work and we value the self-awareness and insights gained from individuals' lived experiences.

We look to our directors to contribute to our culture by showing up with humility and making room for everyone to lead and be heard. Being a part of CompassPoint means being able to lead but also being able to follow others, regardless of title or position. It also means that we all engage in "client-facing/program work" and "internal/operations work" and value everyone's work equally.

WHAT YOU CAN BRING:

We are searching for candidates with:

- A personal commitment to racial justice, equity, and supporting leaders dedicated to positive social change.
- Experience in leadership development programs and/or designing and implementing organizational transformation efforts in the nonprofit/social justice space.
- Experience leading and developing teams.
- Strong program design and facilitation skills, especially cultivated in a nonprofit/social-justice context.
- Knowledge of and experience with organizational management, coupled with a deep desire to re-imagine and actively transform away from oppressive organizational systems and practices.
- The knowledge, will, and desire to create learning spaces that are inclusive and explicitly anti-racist.
- Comfort using a variety of software platforms (Including Microsoft Suite, Google Docs, and Asana) and the flexibility and ability to learn new systems that might be unfamiliar.
- Strong Communication Skills:
 - Written communication skills: writes with clarity and directness, can create compelling written pieces (like blogs).
 - Other communication skills: comfortable speaking in front of large groups, facilitating others, giving honest feedback in real time, open to generative conflict.

Additional contributions we value (but not required):

- Professional and/or lived experience with movement work is highly desired. Specific knowledge and experience in Reproductive Justice and/or Environmental Justice fields is a plus, but not necessary!
- An interest in (and experience with) disrupting the model of lecture-style classes to foster peer learning and a vision for "teachers" and "students" as co-learners is a plus.
- Passion for (and knowledge of) pedagogies and learning technologies that go beyond the traditional classroom, including (but not limited to!): Popular Education, Theatre of the Oppressed, inquiry-based learning, and somatic learning is also a plus.

RESPONSIBILITIES:

- Lead and develop project teams. Collaborate with project team members to design, manage, and deliver leadership development programs that embody our values and further our vision and strategy.
- Play a key role in evolving CompassPoint's internal operations and systems so that we fully live into our values.
- Develop and actively maintain relationships with participants and/or partners to increase the impact of CompassPoint's work.
- Commit to personal learning and development and support the learning and development of others across the organization.
- Help create inclusive learning spaces both internally and in client-facing work.

COMPENSATION & BENEFITS

These positions are full-time and exempt. Starting salary is \$100,000 annually. Because we know that the practice of salary negotiation can contribute to pay inequities, this starting salary is non-negotiable. Our compensation structure—as well as our approach to future compensation adjustments—is transparent to all practice members. We will share more about our approach to compensation with final candidates.

CompassPoint offers a generous benefits package to all practice members that includes:

- 100% contribution towards medical, dental, and vision plans
- Up to 50% contribution towards medical, dental, and vision plans for dependents
- Four weeks of paid time off per year and 12 paid holidays
- 16 hours of additional paid time off for volunteer service
- Life / AD&D and Long-Term Disability Insurance
- Access to CompassPoint's Employee Assistance Program
- Travel pay for those required to travel more than 12 days in one year
- Funds for Growth & Learning Opportunities (GLO)
- Discretionary funds that can be used for professional development and/or technology upgrades
- Commuter Check Benefits
- Allowance equal to 4% of team members' salary that can be used the following ways:
 - 401K retirement plan contribution (non-match)
 - Employer paid contribution towards a 125 flexible spending plan for dependent care or medical expenses
 - Health Insurance Premiums for dependent care
 - Additional cash compensation

Beyond these benefits, CompassPoint practice members have the opportunity to be flexible with their schedules, work remotely as needed, and ask for other support in creating an approach to work-life balance that meets their needs.