

Come work with us!

CompassPoint is looking for a Project Director to join our Environmental Leaders Initiative

WHO WE ARE

CompassPoint helps leaders, organizations, and movements committed to social justice realize their full power. We are a 44-year-old national nonprofit leadership practice based in Oakland, CA. We view leadership development and capacity building as a 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, tight-knit 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 a new Project Director to join our team. We are looking for 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. **Please note. This position is based in Oakland, California and not remote.**

The new Project Director will play a key role in the design and delivery of a seven-year leadership development program in the environmental sector in California. Through the design and delivery of several connected cohort programs, this initiative seeks to grow the leadership practice of individuals, organizations, and movement networks in the state, so they may, in turn, grow a more equitable, more imaginative environmental movement where those most impacted are leading, and a deeper sense of belonging to a common struggle is fostered.

This new project director will also contribute across our programs, including our public trainings and consulting engagements.

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](#).

WHO WE'RE LOOKING FOR

We are looking for a full-time director-level practice member (Project Director) 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 participants, 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. Project Directors have responsibilities across programmatic and operational lines, meaning that they play key internal roles and are integral to CompassPoint's own management structure.

Our organizational structure is a constant work in progress, and we're looking for team members who will help us to continue to evolve structures and practices that reflect values of sharing leadership, challenging hierarchy, and embodying equity. 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 "external/program work" and "internal/operations work" and see, acknowledge, and appreciate everyone's work.

WHAT YOU CAN BRING

We are searching for candidates with:

- Experience working in environmental justice, conservation, and/or climate justice (including, but not limited to, Indigenous communities, nonprofits, or the public sector)
- Lived experience either belonging to or working with frontline communities impacted by climate change and environmental injustice.
- 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 challenge [white supremacy culture](#).
- Comfort using a variety of software platforms (Including Microsoft Office, Google Drive, 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):

- 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.
- Experience with long term evaluation design and implementation.
- Experience with group development, team building, and peer learning (especially in long-term or multi-year leadership development cohorts).
- Experience with or knowledge of structures for distributed decision-making, shared leadership, and non-hierarchical governance.

RESPONSIBILITIES:

- Lead and develop project teams. Collaborate with project team members to design, manage, and deliver leadership development programs that embody CompassPoint's values and further our vision and strategy.
- Collaboratively lead a multi-year leadership development initiative working with historically marginalized leaders, organizations, and networks in the environmental sector in California.
- 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 public-facing work.

COMPENSATION & BENEFITS

This position is 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 professional development opportunities.
- Discretionary funds that can be used for additional professional development and/or technology upgrades
- Commuter Check Benefits
- Allowance equal to 4% of team members' salary that can be used in 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.