



Managing Director, GO Public Schools Oakland

THE ORGANIZATION

GO Public Schools is a multi-city organization of local networks, working with families, educators, and community members to create schools driven by the needs of students today—not by practices and structures designed for schools of the past. Currently, its local networks are serving the Fresno, Oakland, and West Contra Costa communities, and they are supported through both GO Public Schools (a 501c3 nonprofit organization) and GO Public Schools Advocates (a 501c4 nonprofit organization). GO envisions a day when schools prepare all children for success in our rapidly evolving world, creating an equitable path to opportunity in our communities.

GO develops leadership at every level—families, educators, school boards, district leaders and grassroots. These leaders inform and develop community visions for student success, and they shape, demand, and win system changes that improve student learning. Over the next ten years, GO plans to scale its impact significantly, growing its multi-city organization of local networks and overall state platform – impacting 500,000 students by 2026 and fully leveraging the strength of local GO sites to create significant state-level policy and political wins.

THE OPPORTUNITY AND CHARGE

GO seeks a Managing Director in Oakland to ensure continued progress towards GO Oakland's long-term vision for a day when schools prepare all children for success in our rapidly evolving world, creating an equitable path to opportunity in our communities, and prepare them to live a life of well-being.

Reporting to the Executive Director, the Managing Director will serve as the key partner in leading and managing a growing team of staff responsible for community organizing, operations, communications, and data analytics to support our advocacy campaigns.

Responsibilities include, but are not limited to:

Big Picture Vision-Setting and Leadership in Partnership with the Executive Director

- Build and provide clarity around what is most important for GO Oakland while holding uncompromisingly high expectations for school quality and the potential of our students. Refine the overarching long-term vision and direction for GO

within the Oakland community based on these north stars.

- Set annual and multi-year policy and political advocacy campaign goals, working alongside other local grassroots and grassroots leaders as an integral partner in the education community -- and striking a balance between urgency and feasibility as well as short- and long-term impact when setting these goals.
- Ensure strong execution of strategies and tactics such that: GO Oakland meets its goals toward strong local impact; creates, seizes and leverages opportunities to further the organization's mission as they emerge; and, adjusts as the environment changes.

Maximizing GO Oakland's Resources in Service of the Regional Vision

- Lead internal and external projects and advocacy campaigns to ensure our team creates positive impact for students.
- Manage and retain a high-performing team, ensuring that team members are maximizing their individual strengths and assets, while developing professionally.
- Lead the team's annual and quarterly strategic cycle to set priorities to maximize impact for students given current opportunities and context.
- Lead the team's process to align our annual budget to our priorities, and partner with our statewide development team to provide them with information as they work to pursue funding to support the work we are doing in service of Oakland students.
- Identify gaps in staff capacity and pursue, hire, and manage full-time staff and external vendors to provide capacity and/or offer professional development to full-time staff.

CANDIDATE REQUIREMENTS

Skills and Mindsets

- *Effective strategist.* Able to stay focused on the larger vision and goal -- but can ruthlessly prioritize against competing workstreams and needs in order to execute effectively, especially when facing ambiguity
- *Champion of diversity, equity, and inclusiveness.* Has a commitment to leading teams, strategies, and systems to live out these values
- *Systems thinker.* Can quickly assess root causes and see how multiple work streams fit together into a cohesive operation. When facing a large issue, the first instinct is to break it down into smaller, manageable pieces to be able to move forward
- *Team builder.* Has an exceptional capacity for managing and leading people across multiple functions and the ability to connect, on both an individual level and in large groups, with people from a wide range of backgrounds
- *Influencer.* Can use a combination of active listening and questioning to engage others in the decision-making process. Seeks to deeply understand people's motivations and barriers in order to maximize their potential for impact in this work, and can engage and influence without having direct managerial control

- *Problem solver.* Able to consistently make excellent decisions through a combination of data analysis, judgment and experience – including the ability to anticipate future consequences and trends and incorporate them into the organizational plan

Education and Experience

- Bachelor's degree required; MBA or other advanced degree preferred
- 10+ years of professional experience, with at least five years in relevant senior leadership roles
- Experience in the education sector and familiarity with the landscape and context of Oakland's education system highly preferred
- Experience leading at a policy or political advocacy organization highly preferred

THE HIRING PROCESS

To apply: Send a resume and cover letter addressed to Jessica Stewart at oaklandjobs@gopublicschools.org. Application materials should be submitted as attached documents and saved in the filename format LastName_FirstName_Resume.pdf or .doc with no spaces in the filename (use only underscores in place of spaces).

The process: This hiring process will involve interview questions about work you've done before and how you prefer to work, performance tasks based on the actual work we do on our team, a writing sample submission, and interviews with team members.

LOCATION, COMPENSATION, AND BENEFITS

This position is based in Oakland, CA.

Salary will be competitive and commensurate with experience. In addition, we offer an above-market average comprehensive benefits package, including:

Healthcare

- Healthcare (medical, dental, and vision) provided at 100% for employees and 75% for dependents
- Healthcare plan options - choose between Anthem PPO, HMO or Kaiser HMO
- Flexible Spending Account (FSA) and Dependent Care Account (DCA)

6-7 Weeks Paid Time Off Annually

- 2 weeks of observed holidays annually
- 2 - 3 weeks of paid time off (grows with years of experience at GO)
- 2 additional weeks of paid time off during the winter break
- 40% pay for all new parents to match and supplement State of California Paid Family Leave and/or Disability benefits

Additional Benefits

- Simple IRA retirement plan with up to 3% annual salary match
- Paid life and long-term-disability policy (no cost to employee)
- Up to \$75/month in cell phone reimbursement
- Paid professional development opportunities
- Support for new parents that are required to travel with partial reimbursement for accompanying caregiver travel expense or reimbursement for nursing mothers to ship breast milk home.

FAQ - THE ROLE

Onboarding: We take onboarding seriously at GO - it is a critical time to get our team members setup for a successful (and hopefully long-term!) experience here. Your first few weeks will be spent creating relationships with your team in one-on-one conversations and a team lunch, building context about our work and our organization, and getting started on the work with the support of your colleagues.

Travel: There's not much travel associated with this role. There will be some meetings in broader Bay Area and occasional conferences elsewhere. We support our team with professional development budgets, and you might choose to use yours to attend a conference or training somewhere that requires travel. Our team also takes occasional team retreats within a few hours' drive.

Commute + Parking: Our office is about 10 minutes from the West Oakland BART station. We have dedicated parking spots in the lot at our office space. Some team members bike to work. Our office space gets a lot of positive feedback from those who visit - it has great common areas and dedicated desks for staff members as well.

Work Hours + Location: There are meetings where you will need to attend in person at the office, and we do like to be around each other for informal chats. But our team also works remotely regularly as well, based on our needs. Our work sometimes happens at community events or at the office of partner nonprofits. It also sometimes requires attendance at events that happen at night and on the weekends when parents, teachers, and other community members are available to attend. We make a deliberate point of flexing our week to "give time back" when we host or attend community events outside of our typical work days - for example, taking a morning off after we mobilized speakers at a school board event the night before.

ANTI-DISCRIMINATION POLICY AND COMMITMENT TO DIVERSITY

GO Public Schools seeks individuals of all backgrounds without regard to race, color, ancestry, national origin, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, marital status, genetics, or any other factor that the law protects from employment discrimination to apply for this position. We are committed

to ensuring diversity within our organization and network, as we want to engage all those who can contribute to this effort.

ABOUT GO PUBLIC SCHOOLS

[GO Public Schools](#) is a 501(c)(3) nonprofit organization that undertakes policy advocacy and public education efforts. Donations to GO Public Schools are tax-deductible to the extent allowed by law.

GO Public Schools is related to GO Public Schools Advocates, a separate 501(c)(4) nonprofit organization that engages in lobbying, ballot measure, and partisan elections work. Donations to GO Public Schools Advocates are never tax deductible. GO Public Schools and GO Public Schools Advocates - sometimes jointly referred to by the name "GO" - have the same overall missions and share office space and employees. They maintain separate boards of directors. The person filling this position will be hired by GO Public Schools, but on occasion will perform some or all of the duties described for GO Public Schools Advocates.