



## Community Leadership Manager, GO Public Schools Oakland

### THE ORGANIZATION

GO Public Schools is seeking a Community Leadership Manager to join our Oakland team. GO Public Schools is a multi-city organization of local networks, working with families and their champions-- educators, school leaders, community leaders, elected and appointed officials to promote and advocate for equitable public education for underserved California communities. Currently, GO supports networks of leaders in the Oakland, Fresno and West Contra Costa communities through both GO Public Schools (a 501c3) and GO Public Schools Advocates (a 501c4). 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. Under the leadership of our CEO, Darcel Sanders, GO plans to scale its impact significantly, growing its multi-city organization of local networks and overall state platform – impacting 500,000 students by 2030 and fully leveraging the strength of local GO sites to create significant local and state-level policy and political wins. She has selected Maribel Gozalez to champion this vision locally as GO Oakland's Executive Director. Maribel is growing her team of advocacy leaders who unapologetically champion educational justice for Oakland students.

### THE OPPORTUNITY AND CHARGE

At GO, we believe that community stakeholders (parents, educators, and community members) are leaders before they come to us and will continue to build their leadership after engaging in our programs and campaigns. We aim to consistently build advocacy, leadership, and networking skills for the families, educators, and community we work with so that they are better able to be decision makers, leaders, and collaborators. The Oakland Community Leadership Manager joins a team responsible for ensuring that a strong base of parent, educator, and community leaders drives GO's overall direction in Oakland and organization-wide, and also provides leadership within the broader Oakland education community and GO network.

This is a full time, exempt position that reports directly to the Oakland Executive Director. Our work environment is fast-paced, and the ideal candidate must be a natural self-starter who can lead, coach, and help build the capacity of our families, nimbly manage multiple projects and work streams, have an extraordinary attention to detail, and a collaborative work ethic.

## RESPONSIBILITIES

Responsibilities include, but are not limited to:

### Leads Community Leadership programming

- Lead the Community Leadership programming – Develops parent, educator, and community leadership through the design and implementation of programming to help build leadership, context, and inspire action among stakeholders. Facilitate leadership development sessions.
- Conduct outreach and recruitment efforts for the Community Leadership Program. Lead screening of applicants as well as onboarding efforts.
- Executes a range of engagement and leadership development opportunities (fellowships, events, house parties, road shows, 1:1 strategies) for GO network members.
- Leads on building a movement of parent power, in collaboration with other Oakland parent-facing organizations, to fuel our priorities and drive advocacy for students.
- Partners with community based organization allies and system leaders.

### Supports School Board Matters for GO Public Schools Oakland

- In partnership with the 501(c)(4) organization, GO Public Schools Advocates, provides leadership around activating the community on policy advocacy and local elections that ensure excellent leadership on the Oakland school board and to support any ballot measures that our organization endorses.

### Supports Other Key Initiatives and Core Systems for GO Oakland Team

- Supports development of team structures (i.e. team meetings, goal setting, reflection, shared calendar).
- Tracks important metrics and progress to goals to ensure data is accessible and effectively able to inform execution of campaigns and engagement work.
- Supports and collaborates with colleagues across the organization to implement cross-team, cross-functional, and organization-wide strategies and initiatives.
- May coordinate part-time, temporary, seasonal staff or contracted support in service of our community leadership goals.

### Other duties as assigned

## CANDIDATE REQUIREMENTS

The ideal candidate for this role will have the following characteristics:

- **Highly-skilled program designer and facilitator who inspires action.** Experienced and effective at bringing people together in experiences that allow the group to grow, learn, and, most importantly, take action together to improve a community.
- **Values champion.** Motivated by the overall vision and [values](#) of the organization, and a champion of diversity, equity and inclusiveness. Committed to executing strategies and systems that live out these values.
- **Culturally competent.** Thinks and speaks about issues of race, class, gender, and other forms of identity thoughtfully and with compassion. Actively supports GO's efforts to undo institutional racism, build cultural compassion, and serve an increasingly diverse population.
- **Relationship builder & influencer.** Success in this role requires building and managing relationships across many different cities and contexts, then motivating others to take

action in support of shared goals. This person is skilled at forming meaningful, interpersonal relationships by building trust and being a curious, empathetic listener who consistently demonstrates respect for others.

- **Compelling storyteller.** Excels at speaking to groups to support our community priorities and tell the story of the people, role, and impact of GO. This includes representing GO at school and community events.
- **Effective project manager.** Enjoys creating, implementing and streamlining multiple projects and systems into a seamless operation. When facing a complex issue or project, instinct is to break it down into manageable pieces to determine the most efficient solution -- and then prioritize against competing project needs in order to execute effectively and drive results
- **Team player.** This leader will excel in a small team environment that requires team members to wear many hats and support each other's work (e.g., have "all hands on deck" for a particular project or event).

## Education and Experience

- Bachelor's degree in related area of study or equivalent work experience (high school diploma or GED and four years of work experience) in an advocacy organization required
- At least 2-3 years of related work experience required (organizing, education, advocacy, politics), 4+ years preferred
- Excellent written & verbal communications skills
- Ability to work in a fast-paced team environment
- Knowledge of and passion for education reform

In addition, the most desirable candidates will have the following:

- Experience in outreach, recruitment and community organizing
- Experience in the education field
- A strong Oakland connection
- Experience in adult program development and facilitation
- Bilingual, fluent speaker and writer of English and Spanish

## APPLICATION PROCESS

Send a resume and cover letter addressed to Maribel Gonzalez at

[oaklandjobs@gopublicschools.org](mailto:oaklandjobs@gopublicschools.org) with the Subject Line "Community Leadership Manager Application: FirstName LastName" Application materials should be submitted as attached

documents and saved in the filename format LastName\_FirstName\_Resume.pdf or .doc

LastName\_FirstName\_CoverLetter.pdf or .doc with no spaces in the filename (use only underscores in place of spaces)

## LOCATION, COMPENSATION, AND BENEFITS

This position is based in Oakland, CA with an expectation of regular travel within Oakland and round the Bay Area. Infrequent travel to other GO sites and Sacramento may also be necessary for organization-wide gathering and professional development. Note: all of our staff are currently working either a hybrid or fully remote schedule due to COVID-19; this position will start as remote with plans to return to an office setting in 2022.

This position is exempt, with an annual salary of \$64,949-\$75,481, depending on experience and geographic location. GO leverages an equity based compensation structure that benchmarks salary by staff location into three tiers: Low, Medium, and High cost of labor geographies within our state. We publish our mid level cost tier and salary range and adjust up or down accordingly based on location, experience, and qualifications. In addition, an above-market comprehensive benefits package is offered, including:

### **Healthcare**

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

### **10-12 Weeks Paid Time Off Annually**

- 2 weeks of observed holidays annually; 5 team floating holidays
- 12 days of accrued sick time per year
- 13 - 18 days of paid time off (grows with years of experience at GO)
- 2 additional weeks of paid time off during the winter break
- Summer and fall breaks aligned with 4th of July and Thanksgiving
- 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 expenses or reimbursement for nursing mothers to ship breast milk home.

### **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.

[www.gopublicschoolsoakland.org](http://www.gopublicschoolsoakland.org)