



Manager of Community Leadership, 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

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 Manager of Community Leadership 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.

Responsibilities include, but are not limited to, the following:

Helps Lead the Development of a Movement for Education Quality and Equity in Oakland

- Develops parent, educator, and community leadership through the design and implementation of programming to help build leadership, context, and inspire action among stakeholders.
- 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 organization, 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 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 and cross-functional strategies and initiatives.

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).

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

- Experience in outreach and community organizing
- Experience in the education field
- A strong Oakland connection
- Experience in adult program development and facilitation

Education and Experience

- Bachelor's degree preferred
- 5-10 years work experience in a related field (organizing, education, advocacy, politics).
- Ability to work in a fast-paced team environment
- Knowledge of and passion for education reform

BENEFITS AND SALARY

The salary range for this position is \$70,435 - \$82,057 depending on 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 weeks of sick leave 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 HIRING PROCESS AND THE ROLE

To apply: Send a resume and cover letter addressed to Yanira Canizales at oaklandMCL@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 team: You will be joining an organization with a little over twenty staff members across the state. Our Oakland team, when fully hired, will be a team of eight within that larger organization.

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, and interviews with team members.

Onboarding: We take onboarding seriously at GO - it is a critical time to get our team members set up 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.

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.

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