



Oakland Policy & Community Advocacy Manager

THE ORGANIZATION

GO Public Schools is seeking a Policy & Community Advocacy 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

Our next Policy & Community Advocacy Manager will be an integral part of the GO Oakland team and is charged with informing the team and community about policies impacting our campaigns. This leader will be a strong policy researcher and writer and highly skilled at engaging community members. With an eye toward helping explain complex issues in easy-to-understand ways, this person is also committed to ensuring diversity, equity, and inclusion are at the forefront of everything that we do.

This is a full time, exempt position that reports directly to the Director of Policy & Advocacy. 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:

Driving Policy and Advocacy within the Oakland Ecosystem

- Collaborate with teammates to set the vision for our Oakland education “watchdog” and Board accountability work, and lead the creation of the biweekly content for an audience of over 1,000 (and occasionally over 6,000) subscribers.
- Research policy best practices and historical information to create team-facing, elected-official-facing, and public-facing memos, and policy explainers in written and video form.
- Build and maintain strong relationships with selected grassroots stakeholders - elected leaders, district-level staff leaders, charter public school leaders, and organizational ally partners.
- Bring together the work of our policy and community leadership teams by co-facilitating our community leadership groups and supporting the development of Oakland families.
- Encourage, coach, and support GO family leaders to take advocacy actions that align to GO's community led policy campaigns (give public comment at board meetings, facilitate research meetings with elected leaders, author blog posts or OpEds, actively engage in digital advocacy efforts, etc.)
- Represent the organization externally and build our base of Oakland families by speaking at events and leading presentations for community groups.
- Collaborate with our team regularly on creation of communications, making Oakland's education policy issues accessible and easy to understand for families.

Supporting 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:

- **Effective problem solver.** Exercises initiative and proactively anticipates potential challenges to identify sound and creative solutions, especially when facing ambiguity
- **Culturally competent** – This person works as a change agent who can articulate their thoughts about race, class, and privilege in a culturally sensitive and respectful manner. This leader also works effectively with multicultural groups in agencies, organizational settings, schools, and communities helping to challenge and dismantle structural and institutional oppression.

- **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
- **Team Player.** Excels in an 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)
- **Action-oriented.** Strong personal organization skills -- and quickly moves from plan to action, following through on commitments across different functional areas with an appropriate sense of urgency.
- **Systems thinker.** Understands, at a basic level, political and social systems and how to move change through them. When facing a complex issue, instinct is to break it down into manageable pieces to determine the most efficient and effective solution -- and then prioritize against competing project needs in order to execute effectively.
- **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.

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 a policy advocacy organization required
- At least 2-3 years of related work experience required (policy, advocacy, politics), 4+ years preferred
- Excellent written & verbal communications skills
- Ability to communicate complex information clearly in writing and in oral presentations to a range of audiences.
- Ability to work in fast-paced team environment
- A record of achieving ambitious results in a support role
- Knowledge of and passion for education reform and building community power
- Comfort communicating with a range of stakeholders including families, board members, and district staff.
- Proficiency with Excel and G-suite

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

- Bilingual, fluent speaker and writer of English and Spanish
- Experience with California education policy
- Experience facilitating trainings for adults
- Personal or professional experience in Oakland

APPLICATION PROCESS

Send a resume and cover letter addressed to Thomas Maffai at oaklandjobs@gopublicschools.org with the Subject Line "Oakland Policy & Community Advocacy 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