



Director of Place-Based Initiatives

About Marin Promise Partnership

We envision a future in which every child in Marin can reach their full educational potential to become the outstanding leaders, caring neighbors, and successful professionals they want to be. To get there, we have made a commitment to redesign our educational ecosystem so that race, ethnicity and poverty no longer determine opportunity or outcome.

Unfortunately, 25,000 young people from infants to college graduates, more than 45% of all youth in Marin, are impacted by a system that was not designed with equity in mind. Because of this, about 60% of them are not yet meeting key Milestone outcomes.

This is unacceptable and is why over 100 youth and family leaders, community organizations, funders, and public agencies - have come together as an integrated, Cradle-to-Career network to advance educational equity across Marin. Together, we are working to achieve excellence for all students while accelerating equity for those most impacted by historical biases and structural racism.

To achieve this, Marin Promise Partnership is breaking down silos, building relationships, transforming systems, and improving lives by ...

- **Aligning** around a common vision of an integrated Cradle-to-Career system,
- Using shared data to hold each other **accountable**, and to learn and lead with integrity,
- Taking courageous, collaborative, antiracist **action**, and
- Jointly **advocating** for bold shifts in policies, practices, resources and power structures.

By combining Backbone support in team facilitation, shared data, and collaborative communications with the lived experience and professional expertise of individual and institutional Partners, together we are accomplishing what none can do alone. Through this unparalleled, network-of-networks approach, in which local teams are linked together within a larger countywide effort, a unique and exciting collective strategy has emerged with unprecedented potential to create a legacy of systemic transformation and enduring community impact.

The Backbone staff serve as network weavers to help cultivate Partner alignment, enable data-informed, peer-to-peer accountability, facilitate collaborative action, and steward advocacy for sustainable, systemic change. Backbone staff work to connect multiple entities into a seamless network of student support. We are process experts trained in results-based accountability, continuous improvement, complex systems change, equity, research, business operations, project management, communications, data strategy, human-centered design and group process facilitation. Check us out at marinpromisepartnership.org to learn more!

Position Overview:

This position is responsible for the implementation of place-based initiatives, including Promise Neighborhoods and MPP's Community Schools portfolio of work. The Director will: be a co-facilitator for all Promise Neighborhoods - including the [Canal Promise Neighborhood](#), launched in 2025; provide technical assistance to 2 Community Schools (SUSD and SMCS); and ensure alignment, if not integration, between the two projects.

Additionally, the Director will partner with the Senior Director of Collective impact to implement the Partnership's [Future Ready Initiative](#), including providing peer learning opportunities for partner-facilitators of Success Networks.

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Job Responsibilities:

Promise Neighborhoods and Community Schools:

- Co-facilitate all steering committee meetings
- Develop agendas for all steering committee meetings in partnership with the CEO using Results Based Facilitation tools and guidelines and the Results Based Accountability framework
- Take notes at all meetings and provide synthesis and next steps
- Aid in project management and committee communication by providing synthesis, next steps and support needs to the Director of Partner Relations and Senior Director of Accountability & Impact
- Meet regularly with the CEO and implement his vision for Promise Neighborhoods
- Attend all related Promise Neighborhood meetings with partners as needed and available
- Meet regularly with Community Schools Directors at both districts and attend Community Schools meetings as needed (providing notetaking and/or facilitation as requested)
- Support sustainability plans for Community Schools and alignment with Promise Neighborhood Initiatives
- Report regularly on progress toward impact using the Results Based Accountability framework
- Attend community events as needed

Future Ready Initiative:

- Facilitate Future Ready meetings using Results Based Facilitation tools and guidelines and guide partners through the Results Based Accountability framework
- Produce all communication materials (including newsletters) and team meeting reminders related to the initiative
- Ensure that meetings are scheduled, attendance is taken and recorded in Airtable
- Make strategic decisions to support partners in making milestone-level impact through collective impact
- Develop and facilitate all peer learning activities for partner facilitators and work with Strive as needed to leverage Training Hub resources
- Report regularly on progress toward impact using Results Based Accountability framework
- Attend community events as needed

Position Competencies:

- *Project Management:* Sets and adheres to strict deadlines and operates well under pressure of quick turnarounds. Exhibits strong planning and organizational skills, and demonstrates an ability to collaborate well with others. Has experience “managing up” when seeking support from organizational leaders to meet project deadlines.
- *Detail Orientation:* Demonstrates accuracy, attention to detail and thoroughness in all workstreams, regularly monitoring own work to ensure quality.
- *Effective Communication:* Demonstrates the ability to communicate effectively with partners from diverse backgrounds and produce clear, concise, and accessible communications.
- *Relationship Development:* Interacts positively with and has experience building unity across diverse groups of people, especially in Marin’s educational ecosystem. Utilizes compassion, empathy, and humility when motivating team members to engage in difficult work.



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- *Cultural Responsiveness:* Interacts routinely in conversations based on race and equity, professionally and personally, and should show comfort and experience doing so. Must be willing to engage in professional development in this area.
- *Embraces development best practices:* Able to implement fundraising best practices to professionalize MPP's approach; committed to & skilled in leveraging Salesforce to drive fundraising outcomes

Qualifications:

- Experience working or volunteering in a collective impact, coalition, educational setting or network-building organization is highly desirable
- Experience working or living in Marin County is highly desirable
- Humility, courage, compassion, and a dedication to equity
- Experience with continuous improvement methodology preferred
- Proficiency in Google Applications preferred
- Bachelor's degree, with a relevant graduate degree preferred
- Strong organizational skills, attention to detail, and ability to prioritize and manage multiple competing deadlines
- Excellent communication and writing skills
- Strong self-motivation and ability to operate effectively with limited direct management
- Demonstrated ability to learn quickly and adapt to new situations

How to Apply:

- Please send an updated resume and cover letter (1pg each) to Cameron Hunter, Marin Promise Partnership's Senior Director of Strategy and Operations, at cameron@marinpromisepartnership.org. Applications will be considered on a rolling basis until the position is filled.

Marin Promise Partnership Benefits & Other Information:

We offer a unique, flexible work culture that is incredibly data-driven, results-driven and mission-focused. The Backbone Team cares deeply about closing the opportunity gap in Marin, and you'll have a chance daily to impact the lives of thousands of students on a small, but mighty team. Here are a few important details to know:

- Compensation ranges between \$97.5 - 133.5K / year - commensurate with experience and expertise - in addition to a full benefits package (health, dental, and retirement with 5% employer match)
- We offer a flexible work schedule with opportunities to work in a hybrid workplace, with an average of 3 days in person and 2 days at home. This position also requires some flexibility in hours with some night / weekend work
- We strive to be a learning organization, so we provide regular professional development opportunities as well as quarterly staff retreats
- This position reports to Marin Promise Partnership's Senior Director of Collective Impact

Marin Promise Partnership is an equal opportunity employer, hiring and promoting staff and providing equity training to individuals without regard to race, creed, ethnicity, gender, sexual orientation, marital status, national origin, age or physical ability. Women, underrepresented minorities, people with disabilities and veterans are strongly encouraged to apply.