

Managing Director

Reports To: Executive Director

Employment Type: Full-Time, Exempt

Location: Remote with monthly travel; Bay Area or Boston-based strongly preferred

Apply By: September 4, 2026

The Organization

Impact Collective is a founder-led nonprofit organization built on the conviction that wealthy white people are one of the most under-leveraged forces for economic justice — and specifically for closing the racial wealth gap — in America. That conviction rests on the observation that the barrier keeping most from acting is not lack of resources or even of will, but of a clear place to start.

We organize, educate, and activate people with wealth to leverage their influence and affluence within a diverse and connected community. Our model is deliberately relational and proximate: small cohorts, one-on-one conversations, and the kind of intimate scale that builds genuine trust and sustained commitment. We meet people where they already are — in the middle of a long, private reckoning with their money, their values, and what kind of giving and investing actually matches who they want to be — and we help them get where they're heading, with company.

Since 2021, over 200 wealthy white women have participated in Impact Collective programming, including 75 alumni of our intensive, multi-month Retreat for Women. Our community continues to grow through the power of our activated alumni, as well as our 100 Rebel Women initiative, workshop for men, Collective Conversations series, and assorted programmatic partnerships.

We have spent five years proving the model. What we have designed works, and we are now ready to expand, with intention and integrity.

The Opportunity

This is a rare chance to grow the internal capacity of an organization that's already proven its model and is ready to scale — with real ownership over how that happens. After completing its pilot phase, Impact Collective is ready to enter its next chapter: building robust, rooted communities in both Boston and the Bay Area, while deepening the infrastructure and team capacity to sustain that

expansion with care. The newly created Managing Director role will take an organization with a strong founding leader, clear mission, proven model, and robust startup infrastructure across programs, systems, and processes to a new level, scaling thoughtfully. This is a growth role, not a stabilization or turnaround.

The Managing Director will be a key architect of expansion: a trusted thought partner to the Executive Director, a steady steward of organizational culture, and an integrative leader across programs, external relations, and operations. The Managing Director will focus on internal team structure and management across programs, communications/external relations, operations, and finance — building up and out the team, especially in programs and development, and scaling operations so the Executive Director can focus more on external stakeholders, fundraising, and partnerships. The Managing Director holds decision-making authority over internal team management, day-to-day operations, and budget execution within Board-approved parameters — ensuring that the Executive Director's strategic priorities translate into clear goals, accountable teams, and strong organizational systems across both coasts.

Impact Collective seeks a strategic, collaborative, and outcomes-driven Managing Director who is values-aligned and able to work independently and proactively to advance the mission to activate people with wealth to close the racial wealth gap. The Managing Director will manage staff, independent contractors, and MOU partners, including hiring and directly supervising three Directors for External Relations/Advancement, Programs, and Operations & Finance. The Managing Director will manage budgets with close communication with and fiduciary support from the fiscal sponsor, Possibility Labs. The Managing Director will also engage with external stakeholders — including partners and funders — to build a working understanding of and visibility within the larger ecosystem.

Success in the first 12 to 18 months in this role will include having hired, onboarded, and established rhythms with three Director-level roles; supported the delivery of key program offerings, with metrics to evaluate impact; established a budget management cadence with leadership that provides reliable visibility into organizational financial health; and built healthy, robust organizational capacity — systems, infrastructure, and team — able to run day-to-day operations independently with decreased founder involvement.

This role is best suited for someone energized by the demands of a dynamic founder-led, mission-driven environment — equally comfortable thinking at the macro level and getting into the details, and deeply committed to people management, team development, and racial and economic justice. We are looking for a builder: someone who is excited by taking something that is already working and innovating, hiring, and developing others to help it grow; who brings both rigor and heart to the job; and who is genuinely energized by learning, iteration, and the particular joy of figuring things out together.

Key Responsibilities

Leadership & Team Management

- Serve as a senior member of the leadership team, partnering closely with the Executive Director to shape organizational strategy, culture, and decision-making.
- Assess organizational needs and create plans to hire and enhance structure and systems strategically to build and support an exceptional team.
- Provide leadership to all staff, setting a clear team vision with associated goals and fostering communication, accountability, and growth.
- Build team capacity with a focus on coaching and support to ensure strong individual and team execution.
- Oversee staff performance management, hiring, onboarding, and retention, in coordination with our fiscal sponsor (Possibility Labs) and HR administrator (Insperity).
- Ensure equitable, inclusive, and people-centered management practices in alignment with organizational values and policies.
- Maintain and update organizational policies, including the staff handbook and org chart.
- Cultivate a healthy team culture grounded in shared mission, mutual accountability, and a genuine commitment to learning — one where trying something new, reflecting on what happened, and adjusting course is just how we work.

Strategic Planning & Organizational Integration

- Partner with the Executive Director to translate strategic priorities into actionable goals, work plans, and timelines across the organization.
- Lead and coordinate the annual planning process, ensuring individual and team work plans are aligned, sequenced, and resourced appropriately.
- Identify and address capacity, systems, and personnel needs as the organization grows.
- Facilitate integration across programs, external relations, and operations workstreams — ensuring teams are moving together rather than in parallel silos.

Program Oversight

- Provide strategic oversight of Impact Collective's full programmatic portfolio, which includes retreats and workshops, alumni and partner engagement, and other current and emerging offerings — setting direction, allocating resources, and ensuring cross-program alignment.
- Ensure programs achieve the impact outlined in the strategic plan and that program staff have the support, clarity, and resources they need.

- With Executive Director input and approval, support the process for launching new programs and/or adapting existing ones, directly owning program implementation until the Director of Programs is hired, and working in partnership with that role thereafter.
- Oversee facilitator and consultant relationships at the leadership level, including contract scoping and accountability.

Operations & Infrastructure

- Manage the relationship with Possibility Labs (fiscal sponsor), including oversight of payroll, biweekly invoice approval, HR policy alignment, and contract execution.
- Collaborate with the Executive Director on budget development and share responsibility for ongoing budget oversight and organizational financial health.
- Maintain consistent and well-documented operational systems: job descriptions, policies, communication protocols, and tools (Google Workspace, Asana, Slack, LearnWorlds, Neon CRM, and others).
- Coordinate and communicate roles and responsibilities across teams, establishing clear protocols and reinforcing shared ways of working.
- Oversee the IT contractor and data/impact functions, ensuring the organization's systems meet operational needs and support program delivery.

External Relations, Communications & Board Engagement

- Serve as a primary organizational liaison to Possibility Labs on HR, legal, and operational matters, positioning requests thoughtfully and maintaining a collaborative relationship.
- Represent organizational needs in conversations with funders, consultants, and partners as appropriate, in partnership with or on behalf of the Executive Director.
- Attend quarterly Board meetings to present operational and organizational updates, and support the Executive Director in board communications, reporting, and governance-related processes between meetings.
- In partnership with the Executive Director, support organizational communications strategy — ensuring the Impact Collective's external presence is consistent with its values, voice, and narrative framework.

Qualifications

The ideal Managing Director will bring deep experience in people management and organizational operations with a grounded personal practice — someone who understands their own emotions and

patterns, navigates others' emotions with empathy and care, and brings genuine warmth and steadiness to the complexity of this work.

Must-Haves

- Meaningful senior leadership experience in a nonprofit, social justice, or mission-driven organization — ideally including prior experience as a member of a leadership team.
- Demonstrated ability to hire, manage, and develop high-performing teams with care, including direct reports across multiple functions.
- Strong project management and organizational design skills; comfort building systems and structure in a growing organization.
- Experience managing operations, HR, and/or finance functions, or strong fluency navigating those systems through partners and consultants.
- Experience leading organizational growth, managing change, or improving operational effectiveness.
- Deep commitment to racial and economic justice, with the ability to integrate equity into management, culture, and organizational practice — including cross-racial and cross-cultural competency to work with integrity and humility across lines of race, identity, and lived experience, both within the team and in the broader community Impact Collective serves.
- Strong relational intelligence and excellent communication — skilled at building trust, holding relationships with care, navigating difference, and communicating clearly, warmly, and directly across internal and external stakeholders within a distributed environment.
- A grounded personal practice and emotional self-awareness — someone who understands their own patterns, navigates others' emotions with empathy, and brings steadiness and care to challenging conversations and complex dynamics.
- Comfort in a small, founder-led, entrepreneurial, and fast-moving environment — able to make good decisions with incomplete information, hold ambiguity without losing direction, and treat iteration and honest reflection as core to the work rather than a sign of failure.

Nice-to-Haves

- Experience with or proximity to communities of wealth and philanthropy.
- Experience working within a fiscally sponsored nonprofit or alongside a fiscal sponsor.
- Familiarity with tools such as Asana, Google Workspace, Neon CRM, Slack, Zoom, and LearnWorlds.
- Bay Area or Boston-area location.

Work Environment, Compensation & Benefits

Work Environment:

- This role is full-time and remote, with regular travel required to support the organization's work. Candidates should expect to travel at least monthly, and occasionally more frequently, for team gatherings, board meetings, donor and partner engagement, programs, and other organizational priorities. Travel needs will vary throughout the year, so flexibility and a willingness to travel are important.
- The preference is for the Managing Director to be based in Boston or the Bay Area, the current key markets, with openness to exceptional candidates in other markets willing to travel to both coasts (and potentially to the South and Midwest as expansion occurs).
- Virtual work will be performed in your home office with dedicated team work space negotiable.

Compensation: The annual compensation range for this position is \$170,000 to \$210,000, commensurate with experience, to be paid bi-weekly or monthly, as preferred.

Benefits: Administered through Possibility Labs, benefits include but are not limited to the following:

- Unlimited PTO (vacation), 14 standard holidays, 2 personal days, 12 sick days per year, up to 8 weeks paid parental leave, and up to 6 weeks paid medical leave;
- Medical, vision, and dental for employees and dependents (enrollment effective on the hire date, and may require a per paycheck employee contribution);
- 100% employer paid basic life/AD&D, short-term, and long-term disability insurance coverage;
- A 401(k) retirement plan with a 100% match on the first 4% of pay, immediately vested;
- A Healthcare Flexible Spending Account (FSA) and a Health Savings Account (HSA); and
- The Employee Assistance Program (EAP), Commuter Benefits Program, Caregiver Support Program, wellness perks, and professional development resources.

How to Apply

Impact Collective is partnering with Walker & Associates Consulting – a Bay Area-based Black- and woman-owned equity-centered strategic management consulting and search firm – to facilitate this search. To apply, email a cover letter, resume, and list of three references (references will not be contacted without your advanced notice) to impactcollect@walkeraac.com by Friday, September 4, 2026, at 5:00 pm PT. Use the subject line: Managing Director Application. Please submit PDF or Microsoft Word files only, preferably with all materials in one combined file. Resume review begins immediately. *Questions or Nominations?* Contact Jeannine N. Walker at jwalker@walkeraac.com.

Often those who are most frequently impacted by biased professionalism standards — such as women, LGBTQIA+, BIPOC, and individuals with disabilities — tend to only submit an application if they meet every requirement listed. We are looking for enthusiastic candidates who are the best overall fit for the role. If you believe you'd be a good addition to our team, we look forward to your application!

Our Hiring Philosophy

The Impact Collective values the strengths that come with having a diverse team. We honor the unique talents, learning styles, and lived experiences of each individual that enrich and strengthen our workplace culture. Black, Indigenous, People of Color, Middle Eastern and North African, Bilingual and/or Bicultural candidates, and LGBTQ2SIA+ candidates are strongly encouraged to apply.

We are proud to be an equal opportunity and affirmative action employer, working to achieve our mission through a diverse, equitable, and inclusive work environment that embraces all of our individual and collective differences.

While we recognize that certain lived experiences may enhance a candidate's ability to connect with our participant community, we welcome a wide range of backgrounds that bring complementary strengths to this work. All employment conditions are based on an individual's performance and job qualifications. The Impact Collective prohibits discrimination and harassment of any kind based on race, creed, color, religion, native language, gender, sexual orientation, gender identity/expression, national origin, physical or mental disability, age, genetic information, veteran status, marital status, parental status, pregnancy, race-based hairstyles, socio-economic status, or any other protected characteristic stated by federal and state law.