

TIDES

ADVOCACY



CHIEF PEOPLE OFFICER

Tides Advocacy, the nation's first pro-Black fiscal sponsor, is a racial and social justice organization focused on building independent power for Black, Indigenous, and people of color through movement building and advocacy work with the goal of collective liberation. As a pro-Black organization that supports and uplifts Black people, the organization employs an operational framework that centers the dignity, humanity, and restoration of Black lives, which is critical to collective liberation. Joy, Equity, Integrity, Sustainability, and Solidarity are the pro-Black values that guide and frame the organization's future.

As a fiscal sponsorship organization, Tides Advocacy is the backbone support for a network of over 90 fiscally sponsored 501(c)(4) partners representing advocacy groups (projects) and donor funds across the United States. The Project Partners they undergird represent activists, donors, movement leaders, lawyers, researchers, and journalists engaged in policy, legislative, ballot, and electoral campaigns as well as public education and other social welfare activities that promote equity, justice, and dignity for all by strengthening community voice and working to achieve lasting policy change.

Founded in 1997, Tides Advocacy leverages its extensive network and design solutions to make advocacy accessible to social change innovators in all sectors by aiding with strategy development, legal guidance, and the financial infrastructure to quickly establish, scale, and run high-impact advocacy initiatives and funds. Tides Advocacy, a 501(c)(4) organization, is an affiliate of Tides, a 501(c)(3) organization, and is a separate, independent entity.

In the last four years, Tides Advocacy has greatly expanded to a current workforce size of 300+ employees, including all Project Partner staff and 50 "internal employees" at the Tides Advocacy administrative office. The organization's 2023 administrative office operating budget for FY 2023 was \$8.5M. The current People and Culture team includes five people reporting to the Chief People Officer: three Human Resources Managers, one Benefits Manager, and one People Operations Manager. This team supports Tides Advocacy's internal employees and its Project Partners. Key consultants for this team include a part-time recruiter, outside counsel for employee relations matters, and a canvassing employment firm.

## **THE CHIEF PEOPLE OFFICER POSITION**

Tides Advocacy seeks a strategic, people-centric, collaborative, and visionary leader as its Chief People Officer (CPO) to build on its mission of advocacy that grows and sustains movements, achieves policy change, and realizes thriving communities. As a member of the organization's senior leadership team, the CPO reports to the Chief Executive Officer (CEO) and is a key advisor and expert to the CEO, the Leadership Team, and Project Partners on all HR and People matters.

The CPO's primary responsibility is leading the strategic and operational activities of the People and Culture team, which is responsible for Tides Advocacy's internal employees and the Project Partners that Tides Advocacy fiscally sponsors. The CPO creates, leads, and facilitates a partner-centric service delivery model that supports the entire employment life cycle and makes strategic decisions supporting Tides Advocacy as an "employer and fiscal sponsor of choice." Moreover, the CPO's internal charge for Tides Advocacy is to build an inclusive culture and values-aligned people strategy that advances Tides Advocacy's mission while supporting the organization's ongoing growth and expansion as a pro-Black fiscal sponsor. As the strategic HR business partner and leader to the Project Partners, the CPO will enrich the way Tides Advocacy contributes to its projects by supporting project leaders in establishing healthy cultures that lead to impactful employee experiences that align with organizational values.



# MAJOR AREAS OF RESPONSIBILITY

## *People and Culture Building*

- Assists in developing an organizational environment that reflects Tides Advocacy's pro-Black framework and values, creating a culture of trust, transparency, respect, and collaboration.
- Helps define and create strategies for the organization's culture goals.
- Leverages best practices across systems, processes, and policies that impact the overall People and Culture experience throughout the organization.
- Leads the People and Culture team in ensuring equitable implementation and application of the employee handbook and relevant policies and procedures across all staff.

## *Strategic Direction and Oversight of People and Culture Operations for Tides Advocacy*

- Always embodies Tides Advocacy's values and standards for conduct and ethics.
- Provides leadership, planning and delivery of goals for the People and Culture team.
- Supports knowledge management, internal learning, and succession planning.
- Ensures strong positive relationships are developed with other departments and stakeholders.
- Oversees and monitors compliance with relevant federal, state, and local laws and regulations, collaborating with the Legal, Risk, & Compliance team when needed.
- Fosters engagement and organizational commitment of staff by effectively leading, providing direction, setting goals, and communicating information to empower staff for optimal outcomes.
- Uses rigorous methods and systems to keep projects on track and achieve team goals.
- Encourages professional development by promoting a growth mindset, providing stretch opportunities, and coaching staff on career progression strategies.
- Support and maintain a diverse and inclusive workplace culture to attract, retain, and motivate an exceptional, high-performing team.
- Provides leadership in applying and embedding a pro-Black framework to the workplace environment and experience.
- Support staff alignment with organizational priorities and collaboration across teams.
- Prepares and manages the department's budget to ensure organizational and programmatic needs are met while operating within legal and budget parameters.

## *Oversight of HR Services for Tides Advocacy Project Partners*

- Identifies and understands common needs of Project Partners in regards to capacity building, staff training, and systems infrastructure.
- Helps the Project Partners improve their teams' effectiveness, and address organizational opportunities and risks.
- Serves as the Tides Advocacy strategic lead in conversations with Project Partners regarding employee matters, policies/procedures, and other culture-related challenges.

# THE KEY INITIAL PRIORITIES FOR THE CHIEF PEOPLE OFFICER WILL BE TO:

- Conduct a comprehensive assessment of the people climate, employee experience, organizational culture, HR function, structure, systems, and policies that apply to Project Partners and internal employees.
- Establish and implement an HR operational infrastructure that reflects streamlined workflows, systems, and protocols, to enhance the People and Culture team's provision of best-in-class, strategic, and highly responsive HR services to internal employees and Project Partners.
- Ensure the employee handbook is updated and supplemented with clear policies and procedures that distinctly respond to the needs of internal employees and Project Partners.
- With the input of Project Partners and the People team, co-create with the Finance and Strategic Advising teams, community agreements and team practices that support collaboration, communications, and collective problem-solving to enhance the service delivery experience to Project Partners.
- Support the implementation of a new bargaining contract.

## THE IDEAL CANDIDATE

The CPO position is an exciting and unique transformational opportunity to fulfill a critical leadership role and provide organizational development and change management leadership to a rapidly growing organization. Tides Advocacy is looking for an experienced, people-centric, mission-driven leader and strategic People and Culture leader, who has an expressed deep, authentic commitment to social justice and fully embraces a pro-Black operational framework. Successful candidates will also have experience developing an HR framework and people philosophy encompassing cultural competency, learning goals, DEI, healing justice, and change management.

The CPO will be a demonstrated leader with a solid HR generalist background who can perform and direct the various HR functions with substantial experience in HR operations and systems design, organizational development, culture building, employee relations and workforce planning/recruitment.



HOUSING IS A  
HUMAN RIGHT

The ideal candidate will personify an influential and facilitative leadership style, possess outstanding interpersonal skills and a forward-looking collaborative approach to managing talent in the non-profit sector, as well as the following experiences and attributes:

- Demonstrated commitment to Tides Advocacy's mission, vision, values, goals, and an understanding of Tides Advocacy pro-Black framework.
- Experience collaborating with internal teams such as finance, advising, and legal.
- Formal and applied knowledge of current best practices, and trends, rules and regulations in all areas of human resources.
- Ability to evaluate existing systems and develop and implement improvements that align with a client-centric service delivery model/approach.
- Experience visioning and designing people-centric engagement strategies, HR systems programs and processes and implementing details that support the organization's needs.
- Accountable, empathetic, empowering, effective and inspiring leadership style and demeanor.
- Track record of demonstrated leadership accomplishments and superior performance, including excellent professional judgment and decision-making ability.
- Strong relationship-building and interpersonal skills; with the ability to work effectively across a range of diverse demographic and personal and professional experience levels.
- Experience navigating issues of diversity, equity, and inclusion in the workplace, and demonstrated success in achieving and maintaining racial equity, diversity, and inclusion with a track record of holding people accountable to these values.
- Demonstrated ability to be a thought partner and coach who shares information to educate, inform, creates consensus; to work to calm situations, de-escalate issues and mediate conflict.
- Approachable with strong emotional intelligence to relate to, understand, and lead a multifaceted team.
- Excellent verbal and written communication skills.
- Communication, conflict resolution, and team building skills.
- Strong familiarity with compensation and benefits programs.

## ***Education & Experience***

- Bachelor's Degree required. A Master's Degree in a related field or a Senior HR Certification is strongly preferred.
- 7 years in a similar executive level role with a strong and significant track record of success in strategic organizational development, workforce development, executive coaching, and HR systems.
- Knowledge of Labor/ Employment law and regulation.
- Experience working in a unionized environment is preferred, but not required.
- Fiscal sponsorship or equivalent experience is a plus.

## Compensation And Benefits

Salary Range: \$180,000 to \$210,000 annually. Tides Advocacy offers a competitive benefits package including:

- Comprehensive medical, dental, and vision insurance
- Health savings account or flexible spending account
- Commuter benefits
- Basic Life and AD&D insurance
- Fertility and family-forming benefits
- Short-term and long-term disability coverage
- 15 vacation days, 12 sick days, and 12 paid holidays per year
- Up to 5% 401(k) employer match
- \$1500 Work from home set-up benefit
- \$140 Monthly work from home stipend
- Professional Development and Tuition Reimbursement

## TO APPLY

The position will remain open until filled. First consideration will be given to applications received by **September 29, 2023**. To apply for this outstanding opportunity, please electronically submit your resume and letter of interest to **The Byers Group** at: **[cpo.tides@byersgroupca.com](mailto:cpo.tides@byersgroupca.com)**. The letter of interest should outline why you are interested in joining Tides Advocacy and your relevant accomplishments. Also, please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position.



**THE BYERS GROUP**  
EXECUTIVE SEARCH AND C-SUITE CONSULTING

**Confidential inquiries are encouraged and can be directed to:**

**Ms. Brett Byers**  
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323-403-8279



**Ms. Kiratiana Freelon**  
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312-429-5919

This is a full-time non-exempt US-based remote position. The role requires at least 10% travel, attending internal meetings and retreats, as well as conferences and other events.

Tides Advocacy welcomes everyone to our team. We strongly encourage applicants who are people of color, LGBTQ+, women, gender nonconforming, and people with disabilities.