



# Color of Change

Deputy Chief Operating Officer

Remote



## About Color of Change

Color Of Change is the nation's largest online racial justice organization.

We help people respond effectively to injustice in the world around us. As a national online force driven by 7 million members, we move decision-makers in corporations and government to create a more human and less hostile world for Black people in America.

Color of Change leads campaigns that build real power for Black communities. We challenge injustice, hold corporate and political leaders accountable, commission game-changing research on systems of inequality, and advance solutions for racial justice that can transform our world.

## Position

Reporting to the Chief Operating Officer, the Deputy Chief Operating Officer will collaborate closely with the Leadership Team to build and integrate systems that support Color Of Change's growth. This leader will coordinate and collaborate with a cross-functional team of HR, Talent, Finance, Operations, Development and Programs. The Deputy COO will design and implement operational systems and streamline interdepartmental communications to ensure that programmatic strategies are effectively implemented and all enterprise-wide operations run efficiently and effectively.

## Responsibilities

- Serve as a thought partner to the COO and the staff across the organization to streamline systems and increase operational efficiencies throughout the organization
- Cultivate internal leadership and support a team of department heads in planning, leading, and managing day-to-day operations in compliance with organizational best practices, policies, procedures, and guidelines
- Develop and implement plans for the operational infrastructure of systems, processes and policies that support rapid growth of the organization, balancing compliance and risk management needs with operational effectiveness and efficiency
- Provide actionable recommendations on both strategy and operations—with an eye to continuously developing and improving systems while always creating a positive and vibrant work culture
- Engage other members of the Senior Leadership Team to facilitate cross-departmental collaboration that ensures that all Operations, Talent, HR, Development, Financial, and IT solutions positively support Color of Change's evolving strategy, operational delivery, and data collection needs

- Support the integration of Human Resource, Accounting, Internal Communications, IT and Advancement systems and software
- Participate in organizational goal setting as a part of the Senior Leadership Team (Ensure alignment between operational strategic vision and departmental goals)

## Qualifications

- Strong business acumen and organizational leadership experience in nonprofit management & operations is a must
- Cultural competency and ideological alignment with COC values of racial justice and equity is a must.
- Strategy and systems-oriented leader with demonstrated experience strengthening an internal infrastructure to support a mission.
- Ability to set clear priorities, delegate, and guide investment in people and systems; keen analytic, organization and problem-solving skills to support and enable sound decision making.
- Ability to make sound judgment calls and successfully communicate those decisions when necessary to internal and external stakeholders.
- Demonstrated resourcefulness in setting priorities, proposing new ways of creating efficiencies, and guiding investment in people and systems.
- Strong initiative to take on new projects and to strive for continual improvement.
- Excellent interpersonal and communication skills that encourage creativity & collaboration; a team leader who can positively and productively impact strategic and tactical initiatives.

## Compensation and Benefits

This is an outstanding opportunity for a highly motivated professional to join a highly respected organization. Color of Change is prepared to offer a very attractive compensation package, including a competitive base salary of approximately \$185,000 and a generous benefits package.

This position description is based upon material provided by Color of Change, an equal opportunity employer.

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