



Director/Senior Director, Leadership Coaching & Training Candidate Profile

Location: 100% Remote; Up to 30% Travel

Salary Range: \$80,000-\$120,000

Do you want to end every day knowing you helped our country get a little closer to justice? Do you want to be part of a small-but-mighty team that prioritizes laughter, mutual support, and wellbeing? Do you thrive in nimble, all-hands-on-deck environments? Then we want to talk to you!

Who We Are

TheCaseMade Incorporated, founded by Dr. Tiffany Manuel in 2019, is a BIPOC- and woman-owned small business with huge ambitions. Our mission is to transform communities all over the world by helping leaders build the public will to intentionally tackle the issues of equity and inclusion. We work across sectors and issue areas to help leaders understand the power of Strategic CaseMaking™ and to use it as a critical instrument for systems change. Our approach is to use training, workshops, community engagement, and consulting to deliver resources that are transformative. Our current partners are national philanthropies, state advocacy organizations, community coalitions, and local governments, among others.

What We're Looking For

First and foremost, we're seeking joyful, kind, brave leaders who share our deep commitment to advancing equity both inside and outside of our organization. As our Director or Senior Director of Leadership Coaching and Training, you'll be responsible for growing and managing our training and coaching business line, while delivering fun, thoughtful training and coaching to leaders from a wide variety of backgrounds across the country both virtually and in person.

The starting title and salary for this opening will depend on the successful candidate's experience. We would expect a candidate hired at the Director level to have strong trainer/facilitator skills, and would be actively mentored to assume greater management responsibility over time to achieve the Senior Director role. Responsibilities could include:

Leadership

- Promote a strengths-based workplace culture of collaboration, innovation, and respect
- Develop excellent working relationships with the team, clients, and training participants
- Think creatively about and advocate for current and future organizational needs, including building out a pipeline of additional trainer/facilitators
- Actively train and mentor all team members to support training and coaching functions

Project Management

- Ensure that strong processes and procedures are in place for the team to meet all contract obligations across training and coaching portfolio
- Safeguard the integrity of TheCaseMade's reputation by vigorously monitoring and ensuring client satisfaction across training and coaching portfolio
- Serve as lead project manager for individual projects within the portfolio, as assigned

Facilitating and Coaching

- Provide direct training and coaching to clients, both virtually and in person, using the core Strategic CaseMaking curriculum and other professional development workshop offerings
- Create feedback surveys and use data to continuously improve the experience of clients and training participants in real time
- Design new workshops and trainings as opportunities/audiences/innovations arise

Business Development

- Set and meet revenue goals for the training and coaching business line through relationship building and business development strategies
- Support communications and marketing efforts to create content that helps promote CaseMaking successes
- Actively participate in our LinkedIn Community of CaseMakers to support deepening engagement among existing CaseMakers

Profile of the Successful Candidate

We believe that strengths and skills come from many places, and that rigid qualifications further harm people who have been historically shut out of opportunity. The profile below is meant as a guide – we encourage people with diverse experiences to apply.

- Kind, collaborative, supportive team member
- Passion for building a diverse, equitable and inclusive workplace and world
- Enthusiasm for digging into the evolving needs of a start-up organization
- Experience providing coaching, training and facilitation to diverse audiences using recognized adult-learning principles
- Experience designing new workshops and trainings to meet evolving needs/opportunities
- Strong project management skills that lead to client satisfaction
- Experience strategically growing a business line
- Familiarity with the principles of Strategic CaseMaking™
- Experience with Monday.com, Harvest, ZOOM, and Microsoft 365 Apps (preferred)

To Apply

Please submit your resume and either a written cover letter or a 1–2-minute max video answering the question “What about working at TCM interests you the most?” to Dr. Victoria Brown at TalktoUs@TheCaseMade.com. If you choose to submit a video, please title the file using your first and last name_LeadershipCoaching. Applications will be reviewed on a rolling basis, as we are eager to fill the position as soon as possible.

Learn more at [TheCaseMade](#).