



DIRECTOR, PEOPLE & CULTURE

ABOUT CAMPBELL & COMPANY

[Campbell & Company](#) (C&C) is a national consulting firm that serves nonprofit organizations and institutions in all sectors, including education, environment, healthcare, human services, arts and culture, associations and membership organizations, and civic and public affairs. The firm is based in Chicago and Seattle with regional staff in California, Florida, Indiana, Ohio, Maine, Missouri, Texas, and Washington, DC. Our team-based approach enhances our work and is built into our company's structure.

Campbell & Company is a 100 percent employee-owned firm, commonly referred to as an Employee Stock Ownership Plan, or ESOP. Shared ownership gives employees a stake in the firm's goals and supports a culture that fosters shared success through shared responsibility. Over 6,500 firms throughout the United States operate under this model, and the numbers continue to grow. The ESOP creates personal assets for our employees and creates a stronger firm overall. This is an exciting time for Campbell & Company as we emerge from the pandemic and evolve to meet the nonprofit sector's changing needs. We are finalizing a new strategic plan to guide our firm's ongoing growth and priorities.

We work with organizations at critical points in their growth and development, when our expertise and partnership can have a powerful impact. We have four primary service lines: [fundraising](#), [communications](#), [executive search](#), and [strategic information services](#). Our culture of innovation fueled the development of Campbell & Company's first software as a service product, [Beam Insights](#), which aims to address advances in technology to support fundraising. We strive to work in multi-service teams to provide the right balance of expertise, experience, and seniority for each client.

As a firm, we are fully committed to [Diversity, Equity, Inclusion, and Access](#) (DEIA). We have created a framework to strengthen the diversity of our firm, address the ways in which we can be more fully inclusive of people from all backgrounds, and work to build equity in our profession and the nonprofit sector. This framework focuses on our internal talent management, ensuring an inclusive culture, continuous learning, and transparent communication. We are not experts but are getting better every day.

Through our consulting partnerships, we have seen firsthand how nonprofit organizations can activate movements and work for justice as they passionately pursue their missions. We also understand that power dynamics between funders, nonprofits, and the communities they serve contribute to many of the same problems we aim to solve, and that we have a responsibility to advance equity within the philanthropic sector.

OUR VALUES

- Inclusion
- Partnership
- Candor
- Rigor
- Integrity
- Creativity

OUR TEAM

- 44 Chicago & Midwest
- 15 Seattle & Northwest
- 6 East Region
- 3 West Region

OUR MISSION

To collaborate and innovate with people who change lives through philanthropic vision and action.

VISIT



Our goal is to help all our clients as they pursue work in line with DEIA and conduct our work through an equity lens with an openness to change and growth. One example of this work is our [Equity Partners Program](#) in which we are engaged with people of color-led nonprofits committed to racial equity work.

THE DIRECTOR, PEOPLE & CULTURE

The Director, People & Culture, a new position for Campbell & Company, will be responsible for bringing high-level leadership around the people and culture functions, serving as a thought partner with the Co-Presidents, Chief Financial Officer, Leadership Council, and Board of Directors, this individual will be a champion and advocate for inclusive culture and employee-owner engagement across C&C that support the sustainable growth of the firm. The Director will be responsible for ensuring equity is at the core of all people strategy, that staff see themselves in C&C's mission and work, and understand the opportunities to gain experience and develop their careers with C&C. Further, the Director will develop and guide comprehensive workforce and succession planning for the firm.

The Director will assess the people and culture implications of strategic initiatives and be an active participant with the Leadership Council in determining where to make the best people investments across the organization. The Director will report directly to the Chicago based Co-President and maintain a dotted line reporting relations to the Seattle based Co-President. The ideal candidate will bring a vision for firm-wide people and culture strategy and enthusiasm for collaborating with a committed and dynamic Leadership Council to problem solve across the organization. The Director will be creative, flexible, strategic, and have strong business acumen.

RESPONSIBILITIES

The Director, People & Culture is an experienced leader who thrives in a multifaceted environment. This is an opportunity to join a team of mission driven professionals who are committed to using their expertise to help organizations create a better and more equitable society. As the firm's leader for people & culture strategies, the Director has the following responsibilities:

- Lead the firm on all people and culture activities including, but not limited to, talent acquisition, employment agreements, onboarding, job leveling, compensation management, benefits administration, performance management, professional development, employee data management, and employee engagement programs.
- With the Executive Team of the Co-Presidents and Chief Financial Officer (CFO), oversee the compensation review and management process, ensuring compliance with C&C's compensation philosophy.
- Provide leadership and analysis that supports the evolution of C&C's business and service lines including, but not limited to, planning for organizational growth, evolving job design, succession planning, and workforce management.
- As a member of the Leadership Council, advise the Co-Presidents, Board of Directors, and other members of the Leadership Council on the people and culture implications and risks related to key firm issues.

BETTER TOGETHER: OUR DIFFERENCES MAKE US STRONGER

At Campbell & Company, people are at the heart of our firm and our mission. When we tap into the expertise, insights, and creativity of people from all walks of life, we become a better firm, we deliver superior services, and we change lives. We believe our team should reflect the rich diversity that contributes to our communities and our society. We advance this belief through our employment practices and strive to create a culture of trust and belonging where everyone feels accepted, respected, and valued for who they are as individuals.

- Institutionalize leading-edge people and culture methods, systems, and tools that elevate the firm's capacity and establish consistent leading practices.
- Collaborate with the DEIA Council on the firm's DEIA initiatives, including continued implementation of the DEIA framework.
- Collaborate with marketing on employee-owner engagement, including serving as an Ambassadors for Ownership, the employee ownership committee.
- Uphold, communicate, and enhance employment policies and practices, effectively addressing business needs with innovative solutions that support company goals and positively engage employee-owner.
- Partner with the CFO to ensure effective and efficient retirement plan administration.
- Serve as a liaison to the Board of Directors Compensation Committee, a member of the ESOP Administration Committee, and a member of Ambassadors for Ownership, the firm's employee ownership committee.
- Make recommendations on the structure of the People & Culture team. We are currently outsourcing people related responsibilities, including payroll and benefits administration.

QUALIFICATIONS

We are looking for an exceptional leader who brings experience and a record of accomplishment creating and implementing strong people and culture systems. All members of Campbell & Company share a passion for the nonprofit sector, but prior professional experience in the nonprofit sector is not expected or required. Experience in a professional services environment or an employee-owned firm would be an advantage.

The most important skills and abilities for this role are:

- A minimum of ten years of progressively responsible experience in people and culture
- An academic degree or equivalent relevant experience is required
- Knowledge and comfort with software and technology required to support an effective people and culture function
- Professional and compelling communication skills in writing, discussion, and presentation
- A commitment to diversity, equity, inclusion, and access and their application in a business environment
- Experience working successfully in a firm that is highly collaborative and team oriented
- Ability to work independently to manage deadlines and manage multiple projects simultaneously
- Creativity, flexibility, and the ability to solve problems
- Project management skills and attention to detail
- Demonstrated experience managing a small team



- Ability to travel occasionally to the firm's other location(s)

We will give preference to candidates located near our Chicago or Seattle offices. Due to COVID-19, we are predominantly working remotely.

COMPENSATION AND BENEFITS

The salary range for this position is \$140,000 to \$160,000. Campbell & Company also offers a generous and comprehensive benefits package that includes an ESOP account that allocates funds to shareholders based on C&C's performance, medical/prescription insurance, dental, vision and life insurance, health savings account, health and dependent care flexible spending account, flexible spending account, transportation and parking flexible spending account, commuter program, long term disability, travel insurance, leaves of absence, paid holidays, paid time off (PTO), professional development, and volunteer time off (VTO).

APPLICATION

To be considered for this opportunity, please submit a resume and letter of interest to:

people2022@campbellcompany.com

Applicants must be authorized to work for any employer in the United States. We are currently unable to sponsor or take over sponsorship of an employment visa.

Campbell & Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. We are proud to partner with nonprofits to advance justice, opportunity, and equity throughout our society and we bring this same commitment to our practices and culture as a company. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

