

Position FAQ |

Director of Programs

Camelback Ventures

Application Deadline	<p>The priority deadline is Friday, December 5th @ 11:59 pm CT.</p> <p>If you are selected, you will be invited to complete an initial phone interview in December 2025.</p> <p>If you move on, you will be invited to a first round virtual interview in late December or January 2026. Then, the top candidates will be invited to a full round of virtual interviews (4-5 hours) with the team in January 2026. Final candidates may be asked to meet with the CEO in-person before final hiring decisions are made.</p>
Opportunity Start Date	January/February 2026
Document Details	<i>Deciding to apply for the Director of Programs position is an investment of your time and energy. Out of respect for your time, Camelback wrote these FAQs to give you as much insight into the opportunity as possible. We hope this detail will help you decide if exploring this opportunity feels right to you. If we mutually agree to move forward to the finalist stage, you will have time to engage deeply with the Selection Committee.</i>
Apply here	

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Learn where this job is located, start date, salary range, travel, questions about the application process, and more.
- [The Role](#)
Learn what the requirements are, what success looks like, the skills required, and some of the “unwritten rules” you could encounter in the role.

- [The Team & Organization](#)

Learn about some of the background about the role that you won't find on the website including some of the non-negotiables of working at Camelback, some numbers regarding growth, and recent insights on the org culture.

- [Additional Questions](#)

Have a question you want to ask anonymously? Submit your questions and they will be answered and incorporated.

- [Q&A](#)

THE BASICS

- **Where is this job located?**

Camelback has a remote team within the U.S. Our team is now spread across the country..

- **What is the desired start date?**

February/March 2026

- **What is the salary range (and benefits) for this role?**

\$130,000.00 - \$150,000.00. When we make an offer, we take into account relevant experiences and our selection evaluation. In addition, we offer benefits:

- **Medical, Dental, and Vision** via Blue Cross, Blue Shield. Camelback pays 100% of the premium for the Blue Saver (high deductible) plan . For other plans, the employee pays the difference in cost. Also offer a variety of voluntary benefits under Colonial Life.
- **403(b) retirement benefits** through Vanguard with Roth and Traditional options. We currently provide up to a 5% match.
- **Generous Paid Time Off** policy offers up to 8 weeks of paid time off - based on the years of active employment.
- **Unlimited Paid Sick Leave and Generous Extended Leave**
- **Note:** We understand everyone has their own circumstances and expectations that will dictate their salary requirements. We also know what we can pay within our budget and want all applicants to have clear expectations.

- **What are the perks?**

- **Education Assistance Program** and **Professional Development Stipend**, which is \$2,500/employee for 2025.

- **Will the organization help me with relocation expenses?**

No. Camelback is not expecting the Director of Programs to move to a particular city. The

organization has a remote team. Employees can decide where they want to live within the U.S. We expect all employees to pay for their own costs if they want to move while at Camelback.

- **What are my typical office hours?**

The core hours are 9:00 - 5:00 pm Central. However, we work towards outcomes, not hours in a seat. For example, a staff member may leave at 3pm and then complete 2 - 3 hours of work in the evening after they have put their children to bed. Another staff member may work from Kentucky once a quarter so that he can spend time with their parents. There are a couple times each year when working on the weekends and evenings may be required, but we honor personal time.

- **How much travel is required for this role?**

We anticipate there will be up to 40% travel in this role.

- **What does the application and selection process look like?**

The application requires that you:

- **APPLY** (Approximately 1-2 hours): Please complete [our application](#) which includes some basic one-line questions, five more substantive written questions, and a video screen. This is a significant investment of time and is intended to give all candidates the opportunity to introduce themselves to the hiring team. Our intent is that you have the opportunity to present yourself directly and speak about your relevant experiences.
- **Note:** *Should you move forward in the process, your responses to these questions will be read by every member of the selection committee. Consider your responses accordingly. **Priority Date: Friday, December 5th @ 11:59 pm CT***
- You may submit any questions that you have via email to Jasmine Pete at hr@camelbackventures.org. We will do our best to answer questions in advance, amending this FAQ with any answers that are relevant to all parties. We endeavor to provide answers to your questions within 48 hours.

THE ROLE

- **Who will I report to and what can you share about the org chart?** You will report to the Chief of Programs. You will partner closely with many across the team including.
- What you need to be competent at:
 - **You're a Strategic Architect**, designing, executing, and evolving complex programs that empower early-stage founders and drive organizational impact.

- **You're a Data-Driven Innovator**, leveraging analytics and insights to iterate on resources, events, and support structures, ensuring every decision is informed and impactful.
 - **You Optimize with Precision**, streamlining selection processes, integrating stakeholder feedback, and enhancing applicant experiences for efficiency and equity.
 - **You Build with Community**, cultivating mentorship networks, fostering asynchronous engagement, and nurturing vibrant digital spaces where founders and alumni thrive.
 - **You're Investment Savvy**, translating trends and strategies into actionable learning for your team and founders, advancing entrepreneurial success.
 - **You Influence with Thought Leadership**, representing Camelback Ventures at conferences, panels, and in writing, amplifying the organization's mission and vision.
 - **You Collaborate Across Boundaries**, partnering with senior leaders, funders, and ecosystem allies to drive cross-functional success and strategic alignment.
 - **You Build Relationships with Purpose**, connecting authentically with staff, fellows, and external partners to foster trust, collaboration, and shared growth.
- **What are some of the unwritten rules/requirements for success for working with my new team?**
 - **You are both inclusive and firm in setting structure.** Our crew has an entrepreneurial mindset, is full of ideas, and can make things happen. We are collaborative in nature and intellectually appreciate what is needed for scale, we are still growing and adopting structures to scale effectively.
 - **You can manage horizontally AND are an enterprise focused cultural leader.** You lead and model the culture you seek to create in 1:1 interactions, in org level settings and in your own decisions and behavior. You are incredibly consistent in leading with your values, especially amidst changing circumstances that require shifting course or confronting tradeoffs.
 - **You recognize that inclusive decision making does not always mean consensus.** You listen authentically. You are transparent and honest. You actively give and receive feedback as a gift that supports growth. You are not afraid to disappoint people with the outcome of a decision, because you have gained their trust and valued their perspective.
 - **You have an enterprise focus.** Your north-star is the organization's mission, not a pet project or even your manager. Your goals are moving Camelback toward its long term vision.

THE TEAM & ORGANIZATION

- **What is the organization's budget and how long has Camelback Ventures existed?** \$7M for 2025. Camelback hired its first employees beyond the Founder, Aaron Waker, in 2014 and held its first Fellows cohort in 2015.
- **Why does Camelback exist?**
"We need this," said Michelle. "Exactly what I needed," said Vincent. [Michelle Ching](#) and [Vincent Cobb](#)

are two of 200+ entrepreneurs who said they needed Camelback. They are two of over 1,000 founders who have applied to our Fellowship. They are two of thousands of aspiring entrepreneurs of color (EOC) and women – in education and beyond – who are seeking a place like Camelback. If genius is equally distributed, why is it that people of color and women are saying that they need Camelback to achieve their entrepreneurial aspirations? Part of this is because of the historical and systemic racial wealth gap that exists in America, and another is due to the race and gender “tax” that entrepreneurs of color and women experience while developing their venture.

- **What are the non-negotiables in terms of what I can change (or cannot)?**

Here is what is non-negotiable:

- **Ambiguity.** We work with startup founders. Who knows what is going to happen tomorrow. We’re always evolving and want a teammate okay with not knowing exactly how it is going to work out. We raise money to keep the lights on. While we have a solid budget and multi-year commitments, sometimes things come together at the last minute. We hope that the VP will help us be more forward-thinking and strategic in our fundraising approaches, and prepared to effectively deal with ambiguity, not to eliminate it from our work.
- **Camelback Ventures is not where you go for your wokeness journey.** For instance, when we hired an outsourced Executive Assistant firm we told them, “I don’t want to have to explain to our EA why we want to patronize vendors of color. We want them to understand why it is important and just do it.”
- **What about Camelback’s growth and leadership?**
 - In 2020, the Camelback team was eight (8) people. Currently we have 15 people on the team.
 - For the first five years Camelback’s budget was \$1-2.5M per year. Our current budget is \$7M annually. In the next 3 years we anticipate reaching a \$10-15M annual budget.
 - Camelback has expanded its original Fellowship program supporting 40 fellows per year through 2 cohorts of 20 fellows and pivoted to a hybrid (online and in-person) program delivery model. We launched the Guardian Summit and Building the Blueprint Forum to develop a broader community. We expect to continue our programmatic growth in the next two years to assure that our Fellows are prepared to lead their ventures during a time of challenge and dynamic change.
 - After 10+ years of leading, in 2024, the founder, Aaron T. Walker, stepped down and Shawna Young started her tenure as the CEO of Camelback Ventures. You can learn more about Shawna [here](#).
 - Check out our [10-year report](#).
- **Can you give a brief overview of your revenue model and financial situation?** Camelback Ventures is a nonprofit social venture fellowship that provides the “friends and family stage of funding” to entrepreneurs. Our donors include various foundations, corporations, and individuals. Their dollars

go towards the funding and development of social ventures launched by Camelback Fellows. Camelback Fellows invest back into Camelback (through either grants or convertible notes), and these funds are recycled back into supporting more Fellows. We are currently in the process of expanding our offerings including exploring sustainable and earned revenue models.

We choose to be structured as a nonprofit because we are patient investors; we develop the people and ideas who will create long-term financial and social impact. This process rarely sees an immediate return-on-investment. Therefore, we do not want investors beating down our door for short-term financial returns, or pressuring us to make decisions that may compromise our entrepreneurs' ability to create social impact.

In the last three years, Camelback had raised over \$25M. Our operating budget for FY 2025 is \$6.7M with \$10M in reserves so we have a substantial operating reserve and room to invest in our future impact.

- **When does your Fiscal Year begin?** Camelback has a calendar fiscal year.
- **Can you share more about your Board?** Camelback has 8 members of its governing Board of Directors that have a variety of backgrounds that allow them to provide governance and advice that equips us for long term success. Most of our board members are entrepreneurs and collectively they have started over 11 companies. Our board is actively engaged at a governance level, but does not typically get involved with day to day operations, unless explicitly asked to contribute their expertise in a specific way.
- **Does Camelback have any plans for international expansion?** Not at this time. Our tax-exempt status was granted to advance entrepreneurship in the U.S.
- **Does Camelback have any plans for programming serving youth programming in the near future?** There are many great programs focused on youth entrepreneurship. We have no immediate plans for rolling out this sort of programming in the next year.
- **What are the program completion rates? (what percentage of Fellows successfully complete the program and continue to grow their venture?)** We have a 99% program completion rate.

ADDITIONAL QUESTIONS

- **I have a question that's not answered here - what should I do?**
 - Please submit your **question(s)** to hr@camelbackventures.org and we'll be sure to update these FAQs with an answer as soon as we can. We will do our best to answer questions in advance, amending this FAQ with any answers that are relevant to all parties. We will endeavor to provide answers to your questions within 48 hours. We will be unable to answer any questions that come in after **Friday, December 5th**.

- **Apart from direct employment, how can persons support or get involved with the organization?**
There are a number of different ways to get involved and there is a good general list on our website [here](#). Specific opportunities are constantly changing, so you can stay up to date on opportunities through our newsletter and social media channels.