



TRAINING DIRECTOR *Remote (U.S. based)*

The future of social justice work is multi-entity. Over the last four years, [New Left Accelerator](#) (NLA), our 501(c)(4) and The Capacity Shop (TCS), our separate but affiliated 501(c)(3), have grown to be leading capacity-building providers serving the complex needs of multi-entity organizations.

Today, many of the most effective power-building organizations are multi-entity. They are using more than 501(c)3's - often 501(C)(4)s, PACs, for-profit corporate structures, or other entities - to build power, increase their impact, and win. Progressive movements and state ecosystems are experimenting with innovative ways to make multi-entity power-building work possible at scale. As a result, the complex needs of the multi-entity field continue to grow.

Staff at these organizations seek access to multi-entity informed technical assistance to do bold work safely. We have met this growing need by working with leading multi-entity experts and innovative leaders in the field to build the financial, operational, and compliance infrastructure that power-building organizations need to maximize impact and do bold work in compliance with the law.

We prioritize partnering and collaborating with organizations that center the experiences and voices of marginalized groups at the intersection of race, gender, and class. To guide our internal practices and partnerships, NLA and TCS developed a set of [core values](#) including a commitment to create systemic change; deep collaboration with stakeholders and leaders to build power; sustainability within the progressive ecosystem; and a commitment to equity and work that address systemic oppression. You can read more about NLA and TCS vision and work in our [Theory of Change](#).

The Role

The **Training Director** role is a new, full-time position reporting to the Senior Director of Training and Curriculum. The Training Director is responsible for overseeing the development, implementation, and evaluation of training programs across the organization. This includes managing the annual training calendar, coordinating with subject matter experts, ensuring training content aligns with organizational values and participant needs, and continuously improving training quality and effectiveness. The role also involves leading recruitment efforts

for training programs, managing stakeholder relationships, and implementing systems and processes to streamline training operations.

Responsibilities

Uphold NLA and TCS Values

- Actively engage in and commit to both individual and collective practices that confront and dismantle systems of oppression. This includes reflecting on how privilege, power, race, gender, and other identities impact us and each other. Participating in team-wide learning and accountability processes; and modeling this commitment by integrating anti-oppression practices into training design, decision-making, and everyday interactions while giving and receiving constructive, values-based feedback.
- Continuously seek opportunities to align programs, partnerships, processes, and systems with NLA's core values.
- Help NLA do the work of capacity-building differently by dismantling aspects of the dominant culture of nonprofit consultancy that often fail to value the diverse lived experience, expertise, and knowledge of community leaders.
- Honor participant leaders' wisdom, building intentional learning into our external work, internal practices, and partnerships, and co-creating innovative solutions to emergent challenges.

Training Delivery & Program Oversight

- Lead the design, coordination, evaluation and improvement of the annual training calendar. ensuring offerings are innovative, comprehensive and responsive to sector and partner needs.
- Support implementation and design of training curriculum based on strategy and framework
- Drive the outreach and visibility strategy for training by leading on marketing direction, coordinating with the Communications team, and ensuring alignment across programs and teams.
- Collaborate with the Executive Director, program directors, subject matter lead, and the Sr. Director of Coaching to ensure high-quality, multi-entity training offerings, and provide facilitation support and implementation of the training and curriculum strategy for trainers and staff.
- Oversee end-to-end coordination of trainings and offerings, from ideation and planning to material preparation, facilitation support, evaluation, and continuous improvement.
- Design and implement systems to measure training impact through feedback, assessments, and performance metrics, and drive improvements based on results.
- Work with the Senior Director of Training & Curriculum to monitor and track feedback around user engagement of trainings and offerings on TCS resource center.
- Regularly update training data and resources across NLA/TCS Knowledge sharing systems including (Asana, Airtable, Google Drive, etc.)

Management & Leadership

- Partner with the Senior Director of Training & Curriculum to co-create vision and strategy of NLA's training portfolio for the TCS resource center.

- Serve as deputy of the Training Team, supporting the Senior Director of Training & Curriculum to lead and develop training staff and subject matter leads in fostering a culture of continuous learning and improvement.
- Report to the Senior Director of Training & Curriculum and share highlights, challenges, brainstorm solutions; participate in performance evaluation/annual review processes, track time accordingly; seek professional development to inform program work.
- Continuously monitor emerging trends and best practices in training and development, leveraging insights to shape strategy, enhance program design, and proactively address participant needs and evolving compliance challenges.

Skills and Qualifications

- Strong **commitment to progressive values** and NLA's mission and [organizational values](#) that center racial, gender and economic equity and justice
- **10-12 years of relevant training and curriculum experience**
- Excellent and demonstrable **project management skills** that includes:
 - o An understanding of various project management methodologies and how to incorporate them into improving program and training management processes
 - o Strong organizational skills and the ability to manage time and resources effectively with a range of projects at various stages
 - o Strong process design skills, preferably with direct experience using collaborative tools such as Asana, Airtable and Google Suite
- Experience working in **multi-entity non-profits, 501(c)(4)s, political campaigns, and/or other movement building organizations**
- Experience with **adult learning** through designing and implementing training programs and/or curriculum. Must be comfortable facilitating training modules over Zoom.
- Excellent **relationship building skills** and ability to manage multiple, diverse stakeholders in a fast paced environment that is values-driven and team-oriented
- **Flexibility and adaptability:** Ability to engage in independent and creative problem-solving in an organization in a growth stage; enthusiastic about taking advantage of unexpected opportunities
- **Proactive problem solving:** Proactively develop solutions to challenges, including by constantly looking at big-picture progress on the programs team, and by flagging any potential upcoming challenges in the organization overall.
- Excellent interpersonal and written **communication** skills, including experience leading and facilitating project meetings
- Ability and willingness to work in and contribute to development of an emergent environment of a **growing start-up nonprofit** where systems and processes are regularly evolving to meet the political moment.
- A desire for **continuous learning** and proactive in seeking opportunities to deepen your expertise within your field, assertive in your quest for answers and a curiosity to experiment to find what does/doesn't work.

Details

Title: Training Director

Reports to: Senior Director of Training & Curriculum

Direct Reports: None

Hours: Full Time

Location: Remote (must live in the US); Some travel (1-3 times per year)

Compensation: \$90,000 - \$100,000

Benefits: NLA offers a competitive benefits package available to all full-time employees including:

- Medical, Dental, Vision, Life, Short-term Disability, and Health FSA
- Flexible paid time off including vacation and sick time, 11 paid holidays, 1-week summer break, and 1-week winter break
- Parental leave
- Professional development stipend
- Working from home stipend
- Retirement plan with matching

Our Culture: We maintain an environment where our employees can learn and grow in the organization. We strive to foster a collaborative and transparent environment where everyone is encouraged to contribute to our processes, decisions, strategic planning, and culture.

How to Apply

[Application Link](#)

IMPORTANT: Please upload your resume and any supporting documents as a pdf.

Applications will be accepted until the position is filled. **Priority consideration will be given to candidates who submit their application by September 30, 2025.**

Equal Opportunity Employer

New Left Accelerator and The Capacity Shop provide equal employment opportunities to all employees and applicants for employment and prohibit 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. 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.