



## **DIRECTOR OF HUMAN RESOURCES (Remote; Anywhere in continental USA)**

### **ABOUT JUSTICE OUTSIDE**

[Justice Outside](#) advances racial justice and equity in the outdoor and environmental movement. We shift resources to, build power with, and center the voices and leadership of Black, Indigenous, and People of Color and work to ensure a future where the healing benefits of nature are equally accessible to all. Against a backdrop of increased urgency around racial equity and broad shifts in public consciousness in support of dismantling systemic racism, the need for our work is greater than ever.

Our systems change approach includes grantmaking, advocacy, career pathway development, and capacity-building. We envision a just world where Black, Indigenous, and Communities of Color experience safety, health, and abundant joy through meaningful relationships with one another and the outdoors. This past year, we trained dozens of Black, Indigenous, and Youth of Color across the country, awarded millions of dollars to grantee partners, and reached thousands of people in-person and digitally. Learn more about our recent accomplishments in our latest [Impact Report](#).

### **THE OPPORTUNITY**

As we prepare to develop our 2025-2030 strategic plan, we seek a visionary Director of Human Resources to join our bold, women of color-led team. This role is crucial in shaping our organizational culture and amplifying best practices in people management.

Reporting to the Chief Operating Officer, you will:

- **Lead all aspects of HR**
- **Implement strategies aligned with our urgent mission**
- **Strengthen an inclusive, learning-focused culture**
- **Engage, develop, and retain top talent**

Ideal candidates will bring enthusiasm for:

- **Fostering a culture where people do their best work**
- **Facilitating courageous conversations**
- **Advancing racial justice**



## KEY RESPONSIBILITIES

### **1. Hiring and Onboarding**

- a. Develop equitable and inclusive hiring processes
- b. Manage new staff onboarding
- c. Implement best practices for a remote, national team

### **2. Employee Relations**

- a. Collaborate with leadership to improve working relationships
- b. Serve as primary HR contact for all employees
- c. Establish processes for resolving complex employee issues
- d. Develop and administer HR policies that shape team culture
- e. Implement collaborative and restorative conflict resolution approaches

### **3. Performance Management: Learning & Development**

- a. Develop an organizational learning plan aligned with our new strategic plan
- b. Train and coach managers on inclusive leadership practices
- c. Implement effective performance review processes centered on equity
- d. Provide resources to prevent and resolve interpersonal challenges

### **4. HRIS and Regulatory Compliance**

- a. Ensure compliance with employment-related laws across all jurisdictions
- b. Manage legal risk through policy implementation
- c. Oversee employee benefits administration

## QUALIFICATIONS

- 10+ years of HR experience, preferably in the nonprofit sector
- Expertise in employee relations, performance management, recruitment, and L&D
- Strong background in Diversity, Equity, Inclusion, and Belonging (DEIB) practices
- Demonstrated commitment to racial equity
- Excellent interpersonal skills and high emotional intelligence
- Strong problem-solving and communication abilities
- Knowledge of current U.S. labor laws and HR best practices
- Experience conducting investigations and managing employees nationally

## OUR TEAM: CULTURE, COMPENSATION, & BENEFITS

Join our collaborative team of self-directed leaders who prioritize equity, cultural relevancy, and inclusion. We offer:



JUSTICE  
OUTSIDE

- Competitive salary: \$95,000-\$110,000
- Comprehensive benefits package, including 90% medical and 85% dental premium coverage
- 403(b) plan with employer contribution
- Unlimited paid time off policy
- Remote work flexibility with occasional travel for team events and conferences

### **COMMITMENT TO DIVERSITY**

Justice Outside strongly encourages applications from all backgrounds, especially people of color, veterans, LGBTQ+ community members, and individuals impacted by incarceration. The successful candidate must embrace, advocate for, and deeply value racial equity and inclusion.

### **TO APPLY**

Applicants will be reviewed on a rolling basis until the position has been filled, preference to applicants that apply July 31st. Please Submit your cover letter and resume to [recruitment@justiceoutside.org](mailto:recruitment@justiceoutside.org) by July 31.