

Please read the full job description before applying [here](#).

Position

Community Growth Partner (Sales Representative – 100% Commission-Based)

Location: Remote, with occasional travel for events or school/district visits

Reports To: Director of Partnerships

About Profound Ladies

Profound Ladies is a national nonprofit organization committed to radically transforming education by recruiting, retaining, and elevating women of color educators. Founded by educators, for educators, we provide mentorship, leadership development, wellness, and professional learning experiences that help our members thrive—and help students of color experience the brilliance of a thriving teacher who looks like them.

As we scale our impact, we are expanding our partnerships with school districts, early childhood centers, and educational organizations nationwide. This is where you come in.

The Opportunity

We seek an entrepreneurial, mission-driven Community Growth Partner to help us build relationships with school and district leaders, grow our network of members, and secure new contracts. This is a 100% commission-based role—perfect for someone who thrives on performance, flexibility, and purpose-driven work.

Your efforts will directly support the expansion of programs that invest in the well-being and leadership of women of color educators. You'll help school systems reimagine what it means to create spaces where Black and Brown teachers are not just recruited, but retained, respected, and restored.

Key Responsibilities

- Identify and cultivate leads with K-12 schools, early childhood centers, and district leaders
- Own the sales cycle from prospecting through closing, including pitching our bundled services
- Build long-term relationships with partners aligned to our mission
- Understand and effectively communicate the value of our coaching, retreats, and certification services
- Maintain accurate tracking of leads, pipeline, and communications in our CRM
- Collaborate with the Impact Team to align sales goals with service delivery
- Attend occasional events or conferences as a representative of Profound Ladies

You Bring

- A deep belief in the mission of Profound Ladies and a passion for educational equity
- A proven ability to sell, close deals, and hit or exceed targets (experience in education or nonprofit sales is a plus)
- Exceptional communication and relationship-building skills
- A self-starting mindset—you know how to build your pipeline and are excited to hustle for a purpose
- Comfort working independently with the flexibility of a commission-based structure
- A love for people, partnerships, and possibility

Compensation & Structure

- This is a 100% commission-based role with no guaranteed base salary
- Commission is competitive and based on a percentage of closed contract revenue
- Uncapped earning potential, your income is aligned with your hustle

- Bonuses and incentives are available for top performers and milestone contracts

Perks of the Role

- Remote, flexible work with the opportunity to grow with a mission-aligned team
- First-hand involvement in work that centers joy, wellness, and justice for educators
- Invitations to retreats, trainings, and community events
- Opportunity to shape future full-time roles based on performance and organizational growth

Regions of Interest

Applicants must reside in one of the following regions to be considered;

1. Regional Community Growth Partner – North Carolina

Remote | 100% Commission-Based | Based in NC

North Carolina is a battleground for the soul of public education. Despite political rollbacks, courageous educators across our state are still committed to creating classrooms where students of color feel seen, supported, and empowered. As our Regional Community Growth Partner in NC, you'll help us build on that momentum by connecting schools and districts to transformative coaching, wellness retreats, and leadership development experiences designed for women of color educators.

2. Regional Community Growth Partner – New York

Remote | 100% Commission-Based | Based in NY State or NYC

New York is rich in possibilities. From Harlem classrooms to Buffalo charter schools, our educators carry the weight of their communities while pushing for justice every day. As our Regional Community Growth Partner in New York, you'll activate partnerships across public schools, community-based early learning programs, and teacher prep institutions committed to equity. You'll help us deliver powerful solutions—designed by educators, for educators—that affirm identity, restore wellbeing, and transform outcomes.

3. Regional Community Growth Partner – Minnesota

Remote | 100% Commission-Based | Based in MN

Minnesota's education system sits at a crossroads—one marred by deep disparities, but moved by a groundswell of change agents demanding better. As our Regional Community Growth Partner in Minnesota, you will help districts and schools disrupt the predictable pushout of Black and Brown educators, while supporting teacher retention efforts rooted in cultural pride and holistic wellbeing. Your outreach will drive contracts that lead to real healing, representation, and joy in schools across the Twin Cities and beyond.

4. Regional Community Growth Partner – New Mexico

Remote | 100% Commission-Based | Based in NM

New Mexico's educators carry ancestral wisdom, dual-language strength, and a deep commitment to community. Yet, teachers of color continue to face systemic barriers and isolation in their schools. As our Regional Community Growth Partner in New Mexico, you will build partnerships that honor Indigenous and Latinx excellence, helping school leaders invest in the well-being, leadership, and visibility of the women of color who lead their classrooms. Representation here is sacred—so is your role in growing our presence.

5. Regional Community Growth Partner – Washington, D.C.

Remote | 100% Commission-Based | Based in D.C. or Metro Area

Washington, D.C. is a hub of advocacy, innovation, and education reform, but the policies made here mean nothing if Black and Brown teachers continue to burn out in silence. As our Regional Community Growth

Partner in D.C., you'll work across public, charter, and federal education spaces to ensure women of color educators have access to wellness, mentorship, and professional growth. This is more than a sales role—it's your chance to shift systems from within the capital of power itself.

6. Regional Community Growth Partner – Oregon

Remote | 100% Commission-Based | Based in OR

In Oregon, conversations about equity are alive, but the retention of women of color educators remains fragile. As our Regional Community Growth Partner in Oregon, you will help close the gap between performative DEI statements and actual systems of support. From Portland to rural districts, your outreach will bring restorative practices, community care, and leadership development to the educators holding up their communities with very little in return.

7. Regional Community Growth Partner – Louisiana

Remote | 100% Commission-Based | Based in LA

Louisiana educators are resilient, rooted, and powerful, but retention systems often fail those doing the hardest work. As our Regional Community Growth Partner in Louisiana, you'll build trust with school and district leaders ready to invest in coaching, leadership development, and wellness rooted in Black Southern brilliance. From New Orleans to Baton Rouge and beyond, this role is about reimagining retention in ways that honor culture, community, and care.

8. Regional Community Growth Partner – California

Remote | 100% Commission-Based | Based in CA

California has long been seen as a progressive leader in education, but equity doesn't sustain itself. In a state as large and diverse as this, women of color educators still experience isolation, burnout, and invisibility. As our Regional Community Growth Partner in California, you'll help school leaders and networks activate solutions that center wellness, identity, and long-term impact, especially in communities of color facing the greatest systemic barriers.

8A. Regional Community Growth Partner – Northern California

Remote | 100% Commission-Based | Based in NorCal (Bay Area, Sacramento, or surrounding counties)

Northern California's educational landscape is shaped by innovation and activism, but persistent racial inequities still undercut the progress. As our Regional Community Growth Partner in NorCal, you'll work with public schools, districts, and charter networks from Oakland to Sacramento to bring restorative coaching, wellness retreats, and leadership pathways to women of color educators. You'll activate partnerships that turn policy into practice—and burnout into belonging.

8 B. Regional Community Growth Partner – Central California

Remote | 100% Commission-Based | Based in Central CA (Fresno, Bakersfield, or surrounding areas)

Central California is too often overlooked in conversations about equity—yet it is home to some of the most underserved and under-resourced communities in the state. As our Regional Community Growth Partner in Central CA, you'll bridge that gap. You'll build relationships with school leaders and early childhood centers across the Central Valley who are ready to invest in the visibility, sustainability, and success of women of color educators in their schools.

8C. Regional Community Growth Partner – Southern California

Remote | 100% Commission-Based | Based in SoCal (Los Angeles, Inland Empire, San Diego)

Southern California boasts a diverse student population and a deep well of educational energy, but that diversity hasn't always translated into teacher retention and support. As our Regional Community Growth Partner in SoCal, you'll help turn that tide. You'll drive new partnerships in LAUSD, San Diego, and across SoCal that center the humanity, leadership, and long-term impact of women of color educators in public schools, charter networks, and ECE programs.

9. Regional Community Growth Partner – Colorado

Remote | 100% Commission-Based | Based in CO

Colorado's public education systems have taken meaningful steps toward teacher diversity, but too often, the focus stops at recruitment. As our Regional Community Growth Partner in Colorado, you will work with partners across Denver, Aurora, and beyond to prioritize retention and well-being. You'll help leaders understand that thriving educators are the best investment they can make for their students' futures—and you'll bring Profound Ladies' solutions directly to their doorstep.

10. Regional Community Growth Partner – Illinois

Remote | 100% Commission-Based | Based in IL

Illinois, particularly Chicago, is rich with Black teaching history and progressive education reform. But policy alone doesn't prevent burnout. As our Regional Community Growth Partner in Illinois, you will activate contracts with schools and systems ready to invest in the restoration and leadership of the women of color shaping the future of learning. From South Side schools to suburban networks, you'll bring our movement into spaces that need more than talk—they need transformation.

11. Regional Community Growth Partner – Georgia (Atlanta Metro Area)

Remote | 100% Commission-Based | Based in GA

Atlanta is more than a city—it's a heartbeat for Black excellence, Southern resilience, and educational possibility. Yet even in a region rich with HBCUs, cultural pride, and community power, Black and Brown educators continue to be pushed out of classrooms that need them most. As our Regional Community Growth Partner in Georgia, you will focus on the Atlanta Metro area to build powerful, local partnerships that honor the brilliance of women of color educators.

You'll work directly with public districts, charter schools, early childhood centers, and community partners to expand access to our wellness retreats, coaching programs, and leadership development services. From DeKalb to Clayton, Fulton to Gwinnett, your efforts will help transform burnout into belonging, and survival into sustainability.

How to Apply

Complete the [Regional Community Growth Partner Application Form](#).

Have questions? Contact us at Hello@profoundladies.org.