



SchermCo

SchermCo is a national social-impact implementation firm that offers strategic advising, organizational development, and implementation services to schools and social-impact organizations. We reinvest 1% of our time/funds back into the communities we serve. Learn more at scherm.co

SchermCo – Associate, Strategic Implementation

We are looking for a dynamic individual to serve as an Associate within our Strategic Implementation division. This person will work closely with our Direct of Strategic Implementation to support 2-3 client accounts that include education non-profits, government agencies, and social-impact organizations. This is a full-time position with our growing team and organization. Please read below and apply if you align with our values and passion to improve educational outcomes across the country.

The ideal candidate:

- Self-starter and entrepreneurial
- Ability to work with and support stakeholders from schools, community partners, and the business community
- Ability to communicate professionally
- Ability to submit work in a timely fashion and meet deadlines
- Comfortable engaging in conversations about diversity, equity, and inclusion
- Humble, Hungry, and Smart approach to work
- Must have access to a computer / smartphone
- Personable, fun, and upbeat character a must
- Meticulous attention to detail
- Must be flexible and adaptive to the ever-changing needs and demands of client service work
- Communicate clearly and receptive to frequent feedback
- Proficient in Microsoft Office/Google Programs: Google Sheets, Google Forms, Google Drive, and Microsoft PowerPoint

Why SchermCo?

- Fun work environment focused on improving educational outcomes
- Innovative compensation and bonus package
- Unlimited paid time off (PTO)
- Ability to serve stakeholders in the social-impact space
- Opportunities for continuing education, networking, and professional growth/development
- Opportunities to explore each facet of the business, build new technical skills, and build knowledge of the national education landscape
- Ability to create a body of work and drive growth within an organization that is focused on driving change in the public education and social-impact spaces
- We are laser-focused to get the job done, but we also approach our work with large





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The specs:

- Primary responsibility is to provide strategic implementation and project management support to our social-impact partners
- Conduct research and market-based conversations to support the needs of partners
- Create key resources and deliverables based on the needs of partners
- Provide data analysis support for project-related needs
- Document key learnings, processes, and data for each project
- Support business development efforts to generate new clients for SchermCo
- Contribute creative input and ideas in brainstorming sessions in an open and fun team environment. We are not a corporate office and do not operate as one. We want to hear your ideas and questions
- Participate in frequent check-ins with SchermCo team members to gauge progress and development
- Additional project and program support, as needed
- This is a full-time position with some evening/weekend responsibilities as needed for our clients
- Ideal candidates will be based in Charlotte, NC but this position could be remote for the right team member

Experience / Results

- Associates, Bachelor's and/or additional degrees preferred, but not a requirement
- Experience working directly with non-profits, government agencies, and social-impact organizations
- Experience with project management, organization development, and change management preferred
- Regardless of years of experience, candidates should be able to display quantifiable evidence of results from previous positions

Physical Demands

- The employee must be able to actively lift and or move up to 10 lbs. on occasion

Compensation:

- The projected salary range is \$50,000 - \$65,000, with health, dental, and retirement benefits
- SchermCo offers a unique compensation and bonus package in addition to salaries + benefits, including uncapped monthly, quarterly, and annual bonus opportunities

