

Senior Catalyst

March 2026

Position open until filled

Who We Are

Point b(e) Strategies is a woman-of-color-owned-and-operated social change strategy consulting firm that was founded in 2016. We envision a world where resources, wealth, and power are accessed and held equitably and individuals and communities have what they need. As consultants, we are doing our part to build this world by supporting our clients in the work they do to create spaces with more equity, inclusion, and belonging for individuals, families, and communities.

We partner with nonprofits, grantmakers/philanthropic organizations, city and state agencies, and institutes of higher education to provide strategic, outcomes-driven consulting that challenges organizations to center equity, authentically engage community, and assess organizational identity and position within the world. Our work includes strategic planning, program design and evaluation, board governance, change management facilitation, justice, equity, diversity, and inclusion support, strategic grant support, and training.

We work with more than 50 organizations per year, including: Planned Parenthood of the Rocky Mountains, Salt Lake City Public Library, The Women’s Foundation of Colorado, Denver Food Rescue, Barton Institute for Community Action, the City and County of Denver, the Center for Disaster Philanthropy, Maiker Housing Partners, the Tahoe Fund, Colorado Mountain College, Adventure Risk Challenge, and RefugePoint—just to name a few!

Our team members embody [deep commitments to social change](#) and draw on their extensive content and sector expertise to address the complexities of the social change sector.

The Role

In 2026, we are excited to welcome a new, full-time Senior Catalyst to the team. A Catalyst is *“something (a substance, person, or event) that speeds up a process or reaction without being used up or permanently changed itself, often by lowering the energy needed to start it, making it more efficient and faster.”* We call our team members Catalysts because we hope that our work catalyzes change for our clients—and for our communities.

You are our ideal candidate if you consider yourself a bit of a strategic nonprofit generalist—having spent at least four years working directly for, in, and with community, and bringing along

your broad knowledge of the social change sector. As a Senior Catalyst, you will likely lead or be staffed on five to seven projects at a time, contributing your expertise to ensure work is responsive to client needs and drives toward intended outcomes. You will be expected to utilize your expertise to support in the design and facilitation of strategic, effective, and engaging meetings; the creation of high-quality reports and deliverables; the design and implementation of authentic community engagement processes; the delivery of justice, equity, diversity, and inclusion initiatives, and the management and oversight of complex projects.

While we don't require the team to be in the office every day, this is a Denver-based position with expectations for in-person client engagements and internal meetings. As such, we will not consider out-of-state applicants unless you are willing/able to relocate (relocation costs will not be covered/reimbursed). Most of our work happens during traditional business hours (Monday–Friday, 9 a.m. to 5 p.m.), but occasional evening and weekend hours may be required.

Who You Are

This role is ideally suited for someone who has spent significant time in the social change/nonprofit sector, and who can confidently guide both in-person and virtual engagements with a diverse group of clients. Our work ranges from strategic planning to program evaluation, complex project management, community engagement, board governance consulting, training, and beyond! Senior Catalysts have opportunities to work on a variety of projects, following our strengths-based staffing approach.

You are the ideal candidate if you have served in a leadership role within a nonprofit or similar organization, have lived *and* learned experience in justice, equity, diversity, and inclusion (JEDI), have demonstrated facilitation expertise, and are committed to dismantling structures in the social change sector that perpetuate white supremacy.

You will excel in this role if you can self-manage and produce exceptional deliverables and can work collaboratively with a group of authentic and badass people who get things done!

Key Skills and Qualifications

- Demonstrated expertise designing and facilitating outcomes-driven virtual and in-person meetings. This includes the ability to design outcomes-driven agendas, to redirect a group that has gotten off track, to assess and address power dynamics in real-time, and to remain comfortable in uncomfortable and sometimes conflictual spaces
- The ability to work within a consulting environment that is deadline driven and includes juggling multiple projects with shifting priorities, deadlines, teams, and clients
- A highly strategic mind and way of thinking. Whether we are facilitating a strategic plan, designing a board retreat, or coaching an organizational leader through change management, our work is *always* strategic

- The ability and willingness to show up humbly with clients and to meet them wherever they are in their journey
- Impeccable project management skills that include budget management, scope design, and effective communication
- Stellar technical writing skills that are utilized to draft reports, action plans, training materials, and other technical documents for Point b(e) Strategies' clients
- Demonstrated experience engaging diverse community groups and building trusted relationships
- The ability to anticipate client challenges and needs and shift project trajectory, as needed
- Deep knowledge of the nonprofit/social change sector
- Learned/professional/work experience in JEDI-focused positions (teaching, community organizing, JEDI consulting, community-based nonprofit/human services work, social work, equitable grantmaking, etc.)
- A minimum of four years of experience in the social change sector
- Senior leadership experience that includes making and communicating hard decisions
- A high level of efficiency
- A love of brainstorming and iterating, and an openness to feedback
- A commitment and excitement to learn from clients, communities, and colleagues
- Acknowledgement and ownership of individual work, deadlines, priorities, and goals
- Alignment with and ability to embody the Point b(e) Strategies [company mission, vision, and values](#)

Pay and Benefits

The hiring range for this position is \$83,000 to \$90,000. In addition to salary, Point b(e) Strategies offers the following benefits:

- Participation in company 401k retirement plan with 4% employer match
- Fourteen paid holidays, 48 hours of mental/physical health leave, and 80 hours of Paid Time Off (PTO) during your first year of employment with additional leave added each year of employment
- Eligibility to enroll in company Qualified Small Employer Health Reimbursement Account (QSEHRA) with reimbursement up to \$537.50/month
- Eligibility for family leave (maternity, paternity, caregiving, etc.) after one year of employment
- Eligibility for a 10-week paid sabbatical after seven years of employment
- \$600 annual wellness allowance
- \$600 annual home office/technology allowance
- \$500 annual professional development allowance
- \$500 annual charity match

We value diversity, equity, and inclusiveness. We are an equal opportunity employer. While we strongly encourage applications from individuals with historically and/or presently marginalized identities, all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, marital status, national origin, disability, or veteran status.

Research shows women and other underrepresented and historically marginalized groups tend to apply only when they check every box in the posting. If you are reading this and hesitating for that reason, we encourage you to apply anyway!

How to Apply

If you're still interested, please submit the following [via this online form](#).

- Your resume
- Short statements (no more than ½ page each) that individually respond to the following:
 - Tell us about a project you led! What were the desired outcomes? What was the process? How did it go? What was your role?
 - Tell us about a time when you had to make *and* communicate a hard decision in a previous or current role.
 - Tell us why you want to work at Point b(e) Strategies.
- References will be requested for short-listed candidates.

We will review applications on a rolling basis but expect to close the application on April 20th. If you have questions, please reach out to jobs@pointbeststrategies.com.