



Position Specification

One Project

Head of Platform Lead

Our Client

One Project works with the growing ecosystem of people and communities who want to build a world beyond capitalism together. We play our role in a number of ways – moving resources where they're most needed, building power and visibility for the communities modeling this change, and co-designing shared infrastructure (tools, systems, processes, technology and more) to support a more just and abundant world.

One Project is a new node in an already active network of people working towards a shared future beyond capitalism. This is why much of the work to date has focused on deep listening to communities, movements, and other experts to identify where One Project's collective talent and resources may best serve. This expansive listening has guided its strategy and orientation to date.

The Opportunity

One Project seeks an entrepreneurial product leader to steward the development of core digital infrastructure to support the transition to a regenerative democratic economy. The digital infrastructure will serve and grow the rising movement for a more fair, free, and flourishing world.

The Head of Platform Lead will lead the development of a people's infrastructure – technology, tools, and systems – that help communities to cooperate, self-govern, distribute resources and work, build power and community, and transition to a democratic regenerative economy. In relationship with partners, the successful candidate will lead a team and cultivate an open-source community to identify, organize, configure, mash-up, and build new products, tools, services, platforms, protocols, and systems that are held in common and democratically governed.

This inaugural role is for a dedicated leader with a strong product management background and proven track record of taking products from zero to one and achieving product-market fit, ideally multiple times and in areas interacting with other disciplines. The ideal candidate will be able to integrate real-world community needs with radical visions of the future of political economy.

Key Responsibilities & Outcomes

This leader will work alongside a nimble, multi-disciplinary team, including Raphael Arar, Sasha Costanza-Chock, Zaana Hall, Aaron Tanaka, Jiday Terry-Koon, and Justin Rosenstein. As the Head of Platform Lead, they will drive the following high-level outcomes:

Product Strategy and Roadmap

- Define and execute a clear product vision and strategy aligned with One Project's mission and goals.
- Create and maintain a prioritized product roadmap with key milestones and deliverables.

MVP Launch and Iteration

- Develop and evolve One Project's product and technology strategy for a multi-stakeholder platform.
- Drive the rapid development and launch of minimum viable products that address core user needs and demonstrate value.
- Establish metrics and gather user feedback to inform ongoing product iterations and improvements.

User Engagement and Growth

- Achieve product-market fit by deeply understanding user needs, pain points, and behaviors.

- Drive user acquisition, engagement, and retention through effective product design, partnerships, and community engagement.

Technology, Open Source Community, and 3rd-Party Ecosystem

- Collaborate with the engineering team to define and implement the product's technical architecture and infrastructure.
- Foster an active and engaged open-source community around the product.
- Establish a third-party ecosystem approach to enhance platform functionality and growth

Financial Sustainability

- Develop and implement a sustainable revenue model for the product, balancing user needs and business objectives.

To achieve these outcomes, the Head of Platform Lead will:

Strategy and Leadership

- Evolve One Project's product and technology strategy for a multi-stakeholder platform, ensuring alignment with the organization's mission and values.
- Own and drive the product strategy, technology roadmap, and operational execution at a high velocity.
- Integrate real-world community needs with radical visions of the future of political economy.
- Blend strategic thinking with practical implementation, translating complex strategies into actionable plans for our interdisciplinary team.
- Lead the development and launch of 3 Minimum Viable Products (MVPs) in 2024.

Product Management

- Achieve product management and product lifecycle excellence:
 - Establish and maintain platform and product KPIs.
 - Craft and maintain platform and product roadmaps.
 - Identify and prioritize platform/product requirements.
- In the first 1-2 years, develop scrappy prototypes to test product hypotheses.
- Help manage the long-term development and maintenance of scalable web2 + web3 infrastructure.

Team Management

- Lead, inspire, and manage an integrated, multidisciplinary team spanning product management, engineering, design, user research, and community engagement.
- Facilitate collaboration between traditional tech professionals and those with community engagement and movement-building backgrounds, ensuring alignment and appropriate progress across all functions.

Collaboration and Ecosystem Engagement

- Where appropriate, develop expertise in and leverage web3, AI, and other emerging technologies.
- Develop strategy for platform-related partnerships, grant-making, and third-party ecosystem integration.
- Build relationships with community partners and organizations and foster a community-led design approach.
- Bring a global perspective to product development, considering diverse international contexts and user needs.
- Stay current with related fields such as participatory democracy, solidarity economy, and commoning.
- Shepherd alignment across a cross-functional set of stakeholders.

Location & Travel Expectations

This role can be done remotely, although ideally based in the San Francisco Bay Area, with the ability to work in a US-adjacent time zone.

Occasional travel for in-person collaboration and site visits will be expected.

Required Qualifications

- 10+ years of product management and leadership experience, with a proven track record of taking products from zero to one and achieving product-market fit, ideally multiple times.
- Experience building a sophisticated end-user service with a multi-stakeholder ecosystem and platform.
- Strong general management, operational, and leadership skills — have the ability to take a high-level vision, and translate it into detailed roadmaps, schedules, and plans. The ideal candidate can also prioritize relentlessly, allowing the team to focus efforts and resources.
- Demonstrated success building and leading diverse, multidisciplinary teams, including engineers, designers, and researchers. Demonstrated ability to translate complex strategies into actionable plans, fostering an environment where team members from various backgrounds thrive and collaborate effectively.
- Excellent communication and relationship-building skills, with the ability to communicate technical concepts to non-technical stakeholders.
- Deep alignment with One Project's mission and values, with a passion for leveraging technology and innovation for social good.
- Deep curiosity, confidence, humility, willingness and advocacy for considering other points of view (especially from other cultures, epistemologies or worldviews).
- Resilient, adaptable leadership style with a learning mindset and the ability to thrive in ambiguity.
- Experience with open source communities.
- Experience cultivating third-party ecosystems, fostering partnerships with a network of external partners, and supporting a developer community.

Preferred Qualifications

- Located in the San Francisco Bay Area or able to work in a US-adjacent time zone.
- Experience with project management and team collaboration tools such as Asana.
- Familiarity with agile development methodologies.
- Experience developing products for impact in communities. Familiarity with frameworks like Human-Centered Design, Participatory Design, [Design Justice Principles](#), and [Jemez Principles](#).
- Global perspective and cross-cultural competence, with experience working in or adapting products for diverse geographic and socioeconomic contexts.
- Network and relationships within the technology for social impact ecosystem.

Compensation

The salary range for this role is \$275,000-350,000. One Project offers a remote work environment and comprehensive benefits including:

- Health, dental, vision, disability, and life insurance
- Unlimited PTO and organization-wide holidays
- Paid parental and medical leave
- Retirement savings – 403(b) with employer contribution
- Stipends for home office technology, equipment, and home internet

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- Stipends and support for wellness and professional development

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