

ORGANIZATIONAL COMPASS

CeaseFirePA is creating a world free from gun violence, where everyone feels and is safe. With that foundation, communities can grow and thrive. In the next five years, we're going to make Pennsylvania one of the ten safest states in the country by working together to end this public health crisis.

To accelerate our progress, we're building a future where every team member thrives and works together to create meaningful, lasting change. With our mission to end gun violence as our guiding star, we're committed to creating a workplace built on transparency, empowerment, accountability, and joy – a space where passion meets professional excellence, and collaboration fuels impactful solutions.

Value	Guiding our Strategy	Guiding our Team
Approachable Experts	We speak with conviction and from a place of deep understanding, but we do so in language that is digestible and accessible, not prohibitive or wonky. We're already seen as experts – we don't need to prove it with complicated language.	We are always learning, sharing expertise, and celebrating each team member's insight. Leadership is accessible and engaged, and intentionally creates space to grow our experts into advocates, movement builders, and changemakers.
Urgent Messengers	Every day legislators don't act, more harm is done – important information must feel important, startling information must feel startling, not moderated or restrained.	The journey to end gun violence is long – but the stakes are immediate. We are accountable to this reality—and act with urgency knowing that our choices, our actions, and our voice will save lives.
Compassionate Connectors	Our network is large and diverse, so we often share stories and communicate between groups, but we do so with care and respect for those involved.	Each of us plays a valued role in driving change. By embracing diverse perspectives and collaborating across teams, we deepen connection, take ownership, and amplify our collective impact.
Humble Partners	We work both on the ground and in direct partnership with communities across the state, and fill a number of roles in the process. We always credit those we work with, and lean on each other's expertise.	We give credit where it's due, lift each other up, and share leadership with intention. Trust, respect, and collaboration fuel our work – because we know real impact happens when we rise together.
Aggressive Advocates	We are bold and assertive when calling for action. Our asks are clear, and we name those in positions to initiate change.	We embrace bold innovation: take risks, and act with an entrepreneurial mindset. We test new approaches, evaluate the impact, and own the results.

The challenge facing us is massive. The consequences of ongoing violence, heartbreaking. Our work requires relentless dedication and grit. If this sounds like you, join us.