



## **Director, Equity-Based Plan Structuring & Implementation**

New York, New York

### **To Apply**

Please submit a resume and cover letter to [hiring@ownershipworks.org](mailto: hiring@ownershipworks.org). Candidates are encouraged to apply as soon as possible. Due to volume, only those candidates considered for an interview will be contacted.

### **About Ownership Works**

Founded in 2021, Ownership Works ([www.ownershipworks.org](http://www.ownershipworks.org)) is a fast-growing nonprofit organization with a mission to increase prosperity through shared ownership at work. We help investors and companies implement innovative shared ownership programs that make every employee an owner and honor the collective effort behind a company's success.

Employee ownership can unlock new levels of success for companies and employees, increasing workers' access to and participation in wealth creation. At scale, employee ownership can help low- and moderate-income households and people of color access the single largest source of wealth in America: stock ownership. Through shared ownership programs that support better corporate cultures and returns, the nonprofit aims to generate at least \$20 billion of wealth for lower-income and diverse workers over the next decade.

### **About the Business Engagement Team**

The Business Engagement team provides best-in-class advisory services to top management teams at companies and private equity firms on the design and execution of shared ownership programs. This includes helping companies to:

- structure and implement optimal equity-based plans that share ownership with all employees;
- develop a robust engagement and ownership culture; and
- increase employees' financial wellbeing.

Visit <https://ownershipworks.org/how-we-help/> to learn more.

Ownership Works partners with some of the nation's largest private equity, financial services, consulting, and law firms, and is also supported by premier foundations. For a full list of Ownership Works' partners, visit <https://ownershipworks.org/partners/>.

We are:

- results orientated with a culture of humility and excellence
- pragmatic optimists who enjoy translating big ideas into actionable plans and measurable results
- diverse, curious, strategic, and accountable individuals
- incredibly fast moving as we build the organization

### **About the Position**

Ownership Works is seeking a driven and mission-oriented professional to lead the Equity-Based Plan Structuring vertical of our Business Engagement team. This position is an exciting opportunity for a self-starter who wants to leverage their skills, experience, and track record to make a difference in the lives of thousands (and potentially millions) of hard-working people. The successful candidate will have a passion for employee ownership and financial inclusion, a low ego, an entrepreneurial spirit, and a strong background in corporate finance.

### Responsibilities

- Build and lead a team of client relationship managers and subject matter experts responsible for structuring innovative equity-based plans for public and private companies that share ownership with all workers. These plans should:
  - provide meaningful opportunities for hourly, clerical, entry-level, and intermediate-level colleagues to participate in financial upside without assuming risk
  - be appropriately tailored to industry- and company-specific factors
  - be administratively practical
- Collaborate with a consortium of private equity firms to design and structure broad-based equity-based plans within their portfolio companies
- Innovate existing broad-based equity-based plan models to create tailored approaches for businesses of varying sizes and structures and across industries
- Collaborate with a network of professional services providers to support companies with tax, accounting, legal and administrative aspects of broad-based equity-based plans, including share plan administration
- Develop content for and co-lead convenings of partners to share best practices and lessons learned via online and in-person gatherings ranging from meetings to workshops to conferences
- Develop primers and educational materials for internal and external facing knowledge centers
- Contribute to policy recommendations to create incentives for and remove barriers to broad-based equity-based plans, including revisions to ERISA (with respect to ESOPs) and securities laws

## Qualifications

- BA required; MBA or JD strongly preferred
- Passion for employee ownership and the mission of Ownership Works
- 15+ years of corporate finance experience on either the business or legal side; experience with private equity preferred; experience with impact investing/ESG beneficial

## Skills & Qualities

- Experience with structuring and implementing management incentive/equity plans
- Command of corporate finance and understanding of private and public markets
- Driven and hardworking self-starter with an entrepreneurial mindset; comfortable in a fast-paced, evolving environment
- Highly organized and process-oriented
- Track record of building strong client relationships and partnerships and delivering excellent service across multiple client engagements
- Experience across multiple industry sectors preferred
- Excellent communication skills
- Highly responsive, accountable, and collaborative
- Proven project management, time management, and multi-tasking abilities while maintaining excellent attention to detail

## **Base Salary Compensation Range**

The compensation available for the role considers a variety of factors including, but not limited to, work location, individual skill set, previous/applicable experience, and other business needs. The estimated salary range for individuals who work in New York City is \$200,000.00 - \$275,000.00 per annum plus bonus.

## **Benefits**

Excellent health, vision, and dental care benefits for you and your family. Unlimited paid time off. 401(k) retirement plan with generous employer contributions.

## **Location**

Ownership Works is building a New York City based team. We will have an office-centric hybrid work model that prioritizes the health and safety of our staff and partners. The role will include some travel to client sites.

## **Equal Opportunity Employer**

Ownership Works is an Equal Opportunity Employer. Women, people of color, people with disabilities, LGBTQIA persons, and veterans are encouraged to apply.