



Manager, Ownership Culture and Employee Engagement

New York, New York

To Apply

Please visit the [application portal here](#). 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

Ownership Works is a fast-growing organization with a mission to increase prosperity through shared ownership at work. We partner with companies and investors to implement innovative shared ownership programs that make every employee an owner and honor the collective effort behind a company's success.

Ownership Works was founded in 2021 to scale shared ownership as a pathway to maximizing shared wealth creation, addressing economic insecurity, and strengthening companies. Our partners manage over a trillion dollars in assets and employ over a million people.

Ownership Works is building a team of outstanding leaders and professionals to guide investors and companies through the process of sharing ownership and to evaluate the impact of these programs.

About the Ownership Culture and Employee Engagement Team

The Ownership Culture and Employee Engagement team seeks to maximize the impact of shared ownership through the development of strong culture by supporting organizations on their journey. The focus of the team is to provide clients with the programs, tools and advisory to develop a workforce that is highly engaged in business success to drive value for themselves and the organization.

The OCEE team will also work closely with all other areas of client engagement, marketing and communications and financial inclusion and resilience to ensure that broad based employee ownership is a success.

We are:

- Results-oriented with a culture of humility and excellence
- Pragmatic optimists who enjoy translating “big ideas” into actionable plans and results
- Strategic, curious, diverse, and accountable
- Incredibly fast moving as we build and grow the organization

About The Position

Ownership Works is seeking a driven and mission-oriented professional who is passionate about creating more valuable companies and advancing social impact through engagements with private and public companies as they implement shared ownership programs. The Manager of Culture and Engagement will be responsible for developing programs and content to support organizations in their implementation of ownership cultures and in driving employee engagement. The successful candidate will have a passion for employee engagement and social impact and exhibit strong client-facing and content development experience.

Core Goal

Collaborate with client engagement team to structure and execute numerous independent workstreams in the context of a broader team project. Help establish Ownership Works as a thoughtful, value-add advisor to companies implementing shared ownership programs.

Responsibilities

Content/ Program Development:

- The manager will lead the development of Culture and Engagement programs, content and tools to support clients in their implementation of Ownership culture initiatives
- Continuously update materials and programs to deliver the latest thinking in this space to clients
- Support the client engagement team on customizing and delivering relevant content to clients as needed
- Support the team with appropriate content to deliver successful convenings of CEOs/CHROs and other clients
- Maintaining a comprehensive vantage on the culture and engagement, keeping O.W. and its partners on the cutting edge of innovation in this space
- Supporting the marketing and communications team to build out thought leadership and marketing materials in the culture and engagement space

Client Engagement:

- Interface with clients and partners to discuss Ownership Culture and Employee Engagement opportunities and programs
- Coach clients as needed on how to use the Ownership Works programs and tools.

Program/ Organization Management:

- Manage projects, organize workflow, and ensure timely and accurate completion of deliverables for both the Culture and Engagement team and across O.W.
- Provide feedback, advice, client updates and encouragement to junior team members
- Manage deadlines and push the team to ensure timeliness
- Flag any risks and issues to Director

Survey and Data Management:

- Gather and analyze data and information; formulate customized solutions; develop and present results/recommendations in collaboration with client teams (with a specific focus on survey analysis and benchmarking)
- Utilize data and survey results to develop tools and content for clients to utilize as they build out their programs

What this Position at Ownership Works Offers:

- A unique opportunity to work with top leaders in business to impact the lives of thousands of hard-working individuals by transforming company culture and creating shared wealth
- Opportunity to build subject matter expertise and work with a team focused on a comprehensive approach to shared ownership programs while developing expertise in culture and employee engagement
- Talented and passionate colleagues; support and mentoring from highly accomplished professionals
- A flexible work environment in a people-centered organization

Skills & Qualifications

- A commitment to and passion for Ownership Works' mission
- A bachelor's degree is required; related field (HR, Org Development, Instructional Design) is preferred
- 5-8 years of Human Capital Consulting, Learning and Development, Instructional Design, Change Management or other related experience
- High tolerance for ambiguity

- A strong focus on client engagement, program, and content development
- A strong focus on developing end user content in PowerPoint, Excel, Word, etc.
- A strong understanding of Design Thinking preferred
- Ability to independently drive a workstream as well as manage a team to complete projects
- Exceptional writing and verbal communication skills
- Excellent relationship management skills
- Highly responsive and collaborative team player
- Self-starter with an entrepreneurial mindset
- Proven 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 \$100,000-\$150,000.

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.

Benefits

Competitive compensation package commensurate with professional services sector experience. Benefits include 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 have an office-centric hybrid work model that prioritizes the health and safety of our staff and partners.