



Principal, 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 ("OCEE") team seeks to maximize the impact of shared ownership by supporting companies in building a culture of ownership and increasing employee engagement. The focus of the team is to provide clients with tools, resources, and guidance as they develop a workforce that is highly engaged in driving value for themselves and the organization.

The 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 Principal of Culture and Engagement will manage projects and programs and support the development of content for organizations as they develop cultures of ownership and drive employee engagement. The successful candidate will have a passion for employee engagement and social impact and exhibit strong client-facing and project management 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

Program/ Organization Management:

- Reporting directly into the head of the department, this role will be responsible for program management to support the pillar
- Manage the overall team program roadmap and plan to meet milestones client deliverables
- Manage projects, organize workflow, and ensure timely and accurate completion of deliverables
- Provide feedback, advice, client updates and encouragement to junior team members • Flag any risks and issues to Director

Client Engagement:

- Interface with clients and partners to discuss Ownership Culture and Employee Engagement opportunities and programs
- Manage client relationships through the implementation of Ownership Culture and Employee Engagement programs
- Coach clients as needed on how to use the Ownership Works programs and tools

- Designing workshops and workshop materials for clients, creating reports and pitch decks, and synthesizing conversations
- Advise clients on potential partnerships that are most relevant to them

Convenings and Network Management:

- Work with the Marketing and Communications team on planning and providing content for executive convenings
- Communicate with clients and partners around convenings

Thought Leadership:

- The Principal will support the team in deepening our subject matter expertise and building the field of culture and employee engagement in the context of employee ownership. Activities related to this workstream include, but are not limited to:
 - 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

Partnership Management:

- Interfacing with a wide array of potential services providers, quickly evaluating options, testing them with experts, and executing partnership agreements
- Managing a large network of partner-providers, experts, and other interest groups to continually drive successful, innovative client implementations

Content/ Program Development:

- Contribute to a robust body of practical knowledge and client-facing content focused on Ownership Culture and Employee Engagement

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
- 8-12 years of Human Capital Consulting, Program Management, Change Management or other related experience
- A strong focus on client engagement, program management and program development
- High tolerance for ambiguity
- 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 is \$150,000 to \$200,000.

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.