



# Director, Movement Building

New York, NY

## 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

Founded in 2021, Ownership Works (O.W.) is a fast-growing nonprofit organization with a mission to increase prosperity through shared ownership at work. O.W. helps companies and investors implement shared ownership programs that make every employee an owner and honor the collective effort behind a company's success. At scale, employee ownership can help millions of lower-income workers and people of color build savings and wealth, often for the first time, at businesses that are more dynamic, resilient, and successful.

O.W. has set an ambitious goal of creating at least \$20B of wealth for workers by 2030 and, over the long term, making broad-based employee ownership the new norm at work. To achieve these goals, O.W. has two areas of focus:

**Movement building.** Through partnerships, network-building, education, data, and storytelling, O.W. is building a movement to increase the adoption of shared ownership by private and public companies. Over 80 private equity firms, financial institutions, foundations, labor advocates and pension funds have joined the O.W. consortium as Founding Partners and made unprecedented commitments to advance the shared ownership movement.

**Hands-on Guidance.** In collaboration with its Founding Partners, O.W. helps public and private companies implement broad-based employee ownership programs that improve corporate cultures, increase employee engagement and satisfaction, and create an alignment of interests between employees and employers, all of which can support better outcomes for companies and workers. Since O.W.'s founding, over 75 companies have implemented shared ownership programs, reaching over 100,000 workers.

For more about O.W.'s impact, visit <https://ownershipworks.org/our-impact/>.

## About the Position

O.W. is seeking an experienced and driven professional to lead the organization's Movement Building Program. This is an exciting opportunity for a self-starter who wants to leverage their skills, experience, and creativity to make a difference in the lives of thousands (and potentially millions) of hard-working people. The successful candidate will be a multidisciplinary professional who can successfully inspire leaders from the private, public, and nonprofit sectors to join and advance the shared ownership movement.

The Movement Building Director will report to the Executive Director, serve on the O.W. Leadership team, manage a small team of highly capable marketing and communications professionals, and work closely with O.W.'s Business Engagement and Advancement teams.

## Core Responsibilities

**Partnerships.** Engage and expand O.W.'s consortium of partners through relationship management and partnership development, with a focus on collaborating with financial institutions, pension funds, and investment advisors. This requires:

- Getting to know O.W.'s key contacts at partner firms.
- Developing ideas for how to engage each firm in O.W.'s mission.
- Creating opportunities for members of the consortium to collaborate via O.W. leadership councils, advisory boards, working groups, etc.
- Raising awareness of O.W.'s partnerships through co-authored publications, joint speaking engagements, digital media, etc.

**Events and networks.** In collaboration with the Executive Director, the Business Engagement team, and O.W.'s partners, plan and execute various ways of convening the members of O.W.'s partner consortium. This includes:

- Conferences for investors and companies to exchange best practices/lessons learned regarding shared ownership program implementation.
- Networks to enable executives at companies with shared ownership to exchange ideas.
- Webinars on various topics related to shared ownership program implementation, e.g., structuring and sizing broad-based equity plans; communicating with employees about ownership and company performance; enabling and recognizing ownership behaviors; supporting employee financial wellbeing, etc.
- Leadership councils and working groups to tackle specific challenges and advise the nonprofit's Board and staff.

**Marketing and communications.** With input from the Executive Director, the Board, and select O.W. partners, develop and execute a plan to build awareness of O.W.'s mission and impact, the benefits of shared ownership, and the Founding Partners' contributions to the shared ownership movement through digital media, public relations, thought leadership, videos, etc.

The Movement Building Director and their team will develop and manage a range of vendor relationships, including communications, PR, video, and design firms. The Movement Building Director will also work with several O.W. partners that provide the nonprofit with pro bono project-based support.

### Skills, Qualities, & Qualifications

- A mission-first mindset with a passion for creating a more equitable economy.
- 15 years of experience in business development and/or marketing and communications; experience in the financial services sector preferred.
- Strong executive presence and presentation skills; ability to effectively articulate the O.W. value proposition to various stakeholders; skilled in adapting style and approach to disparate audiences.
- Excellent relationship builder; able to foster, manage, and grow relationships and partnerships with a diverse group of external stakeholders.
- Track record of creating and implementing new initiatives; creative thinker with the ability to generate new ideas, develop project plans, and mobilize a team to bring new ideas to fruition.
- Excellent people manager; excels at inspiring their team and leading by example.
- Effective collaborator with the ability to build consensus and lead by influence across the organization.
- Excellent project manager; bias for action and results.
- Enjoys fast-paced environments; comfortable with the realities of working at a startup nonprofit organization, including the need to be both strategic/planning-oriented and tactical/action-oriented to advance the mission.
- Team player with a low ego.

### **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 \$215,000 - \$265,000 plus bonus.

## **Equal Opportunity Employer**

O.W. 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**

O.W. is building a New York City-based team. The team is in the office 2-3 days per week, generally on Wednesdays and Thursdays.