



**Ownership
Works**

Associate Director, Business Engagement

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 85 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 Business Engagement Team

The Business Engagement team provides best-in-class advisory services to top management teams at companies and private equity firms on strategy and execution of shared ownership programs. This includes helping companies to structure and implement optimal broad-based equity plans, develop a robust engagement and ownership culture, and increase employees' financial wellbeing.

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. In 2024, the organization will work with nearly 30 private equity firms to support the implementation of shared ownership programs. The organization also supports public companies and family-owned businesses.

Ownership Works as an organization, and its individual team members, 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 self-motivated and ambitious mission-driven professional interested in a challenging role that will help them develop their career as an Associate Director and as a rising leader in the economic justice space.

The Associate Director (A.D.), Business Engagement works in collaboration with O.W. leadership to drive results for our clients who have embarked on sharing ownership within their companies.

The A.D. will be responsible for partnering with investors and company leaders to develop culture and engagement programs and practices that will create an enduring "Feel, Think, Act" ownership mindset for all employees.

This is a key role that coordinates efforts across multiple investor teams and regularly engages with executive stakeholder groups, ensuring alignment to successfully achieve the company's goals. This role will also be responsible for developing O.W.'s next-generation ownership culture resource library and tools. The position will work directly for the Senior Director, Business Engagement, and will lead a team of managers and associate direct reports.

Key Responsibilities

- Business Engagement team leadership to deliver the highest quality and impact outcomes for O.W.'s investors and clients.
- Lead development of O.W.'s next generation of culture and engagement frameworks, content, tools, and methods.
- Design and lead professional development programs for managers and associates.
- Collaborate with the Senior Director to prioritize the Business Engagement team's portfolio of initiatives, including identification of continuous improvement opportunities.

- Collaborate with the Senior Director to manage Business Engagement team resource capacity to align with O.W.'s mission and goals.
- Develop expertise across the Business Engagement pillars and the Movement Building team to identify collaboration opportunities that will contribute to O.W.'s overall mission.

Preferred Skills & Qualities

- Passion for social justice and the mission of Ownership Works; interest in becoming a subject matter expert in employee ownership.
- Private equity Value Creation Playbook delivery exposure.
- Track record of strong management consulting skills.
- Strong executive presence and relationship management skills.
- Effective presentation skills: ability to effectively articulate the O.W. value proposition to various stakeholders; skilled in adapting style and approach to disparate audiences.
- 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 in a fast-paced environment.
- Excellent people manager; excels at inspiring their team and leading by example.

Minimum Qualifications

- Bachelor's Degree required.
- MBA preferred.
- 10+ years of experience with at least 3-5 years of leadership positions in management consulting preferred.
- Demonstrated experience navigating and leading diverse senior stakeholders.
- Expertise in culture, engagement, and change management principles and best practices.

At Ownership Works, we are dedicated to building a diverse and inclusive workplace, so if you're excited about this position but your experience doesn't precisely align with every qualification, we encourage you to still apply.

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.

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 \$230,000 – \$250,000, plus an annual performance-based bonus.

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. 18 weeks fully paid parental leave.

Location

O.W. is building a New York City-based team. The team works from our brand-new midtown Manhattan office space two days per week.