



Associate, Ownership Culture and Employee 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 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 Ownership Culture and Employee Engagement Team

The Ownership Culture and Employee Engagement (OCEE) team seeks to maximize the impact of shared ownership through the development of strong culture by supporting organizations on their journey. The team's focus 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 Associate will support the Ownership Culture and Employee Engagement team to help develop programs and content to assist companies in efficiently and effectively implementing ownership cultures and driving employee engagement. The successful candidate will have a passion for employee engagement and social impact and exhibit strong communications and project management skills, with an eye for content development.

Core Goal

Collaborate with the 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.

What This Position at Ownership Works Offers You

- A unique opportunity to work with top leaders in finance and business to impact the lives of thousands of hard-working individuals by transforming businesses and creating shared wealth.
- The opportunity to be a generalist with a comprehensive understanding of all elements of shared ownership programs while developing expertise in specific content areas.
- Client-facing experience and the opportunity to develop consulting and financial skills.
- Talented and passionate colleagues; support and mentoring from highly accomplished professionals.
- A flexible work environment in a people-centered organization.

Key Responsibilities

- Support the client engagement team on customizing and delivering relevant content to clients as needed.
- Create content that is aligned to helping organizations foster an ownership culture where employees are highly engaged.
- Gather and analyze data and information; formulate customized solutions; develop and present results/recommendations in collaboration with client teams.
- Contribute to a robust body of practical knowledge and client-facing content across the four key verticals of shared ownership programs: (1) Structuring & Implementing Equity Plans; (2) Creating a Culture of High Engagement, Voice & Ownership; (3) Financial Inclusion & Resiliency; and (4) Data & Learning.
- Collaborate with Ownership Works' team of subject-matter experts and strategic partners across each vertical, including top-tier law, consulting, financial services, and accounting firms.
- Manage projects, organize workflow, and ensure timely and accurate completion of deliverables.
- Contribute to organizational development to achieve ambitious mission and growth targets.

Preferred Skills & Qualities

- Experience with instructional design is preferred.
- Ability to efficiently create slides in PowerPoint and models in Excel.
- Ability to independently drive a workstream as part of a broader team project.
- Skilled in utilizing content to form a clear storyline.
- Exceptional writing and verbal communication skills.
- Experience taking projects from beginning to launch.
- 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.
- A commitment to and passion for Ownership Works' mission.

Minimum Qualifications

- B.A./B.S. required.
- 1-3 years of instructional design, learning and development, or other related experience.
- Client interaction experience in a professional setting.
- Problem-solving skills.
- Ability to work in a dynamic / "start-up" like environment.

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 for individuals who work in New York City is between \$75,000-\$95,000.

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 (with unlimited drinks and snacks) two days per week.