



**Ownership
Works**

Data Architect

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 80 companies have implemented shared ownership programs, reaching over 100,000 workers.

In 2024, Ownership Works was certified as a [Great Place to Work](#).

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

About the Position

Ownership Works is seeking a motivated and ambitious mission-driven professional interested in a challenging role that will help them develop their career in data strategy, data engineering, reporting, and analytics.

The Data Architect will be responsible for our Data & Research Program, working closely with all team members of Ownership Works to identify, develop, and deploy our strategy. This role is essential in helping us scale our mission and programs.

The Data Architect will be responsible for designing and building O.W.'s data architecture for data storage, transformation, and reporting. This will require developing new operating models, processes, and tools with a focus on effective management of our data assets. In addition, the Data Architect will analyze programmatic data and develop reports on results, as well as address ongoing enhancements to processes and tools.

The ideal candidate will be a self-starter who has a builder's mindset and will roll up their sleeves to create key infrastructure for a start-up organization. The ideal candidate will be detail-oriented, have a low ego, have an entrepreneurial spirit, and strive to meet the highest standards. This position will work closely with and support the Client Advisory Services, Movement Building, and Advancement & Partnerships teams.

Key Responsibilities

Data Management

- Design O.W.'s data architecture and pipeline.
- Manage the collection, de-identification, processing, and storage of partner company data (e.g., employee demographics, employee survey responses, business KPIs).
- Generate team guidelines, operating principles, data governance processes, and training for collecting and inputting data.
- Conduct remediation of data quality and management and develop solutions for improvement.

Data Analysis & Reporting

- Collaborate with key stakeholders to analyze data and translate it into actionable insights in terms of both business and social impact for key stakeholders.
- Prototype, refine, and develop interactive and visually compelling data dashboards (or other visualization tools) that meet end users' reporting and analysis needs.
- Collaborate with end users to refine and maintain dashboards over time as their reporting needs change.

Data Strategy

- Manage strategy for O.W.'s Data & Reporting, including developing near-term and longer-term roadmaps and determining priorities considering business needs, feasibility, and risk.
- Make recommendations to O.W. leadership on how to regularly refine our approach to data collection, organization, and reporting.
- Advise O.W. colleagues on data collection and reporting best practices.
- Recommend and ensure data security protocols, encryption standards, and access controls to ensure the security and privacy of sensitive data.

Key Skills & Qualities

- Passion for social justice and the mission of Ownership Works.
- Passion for data analytics, business processes, IT systems, and risk management.
- Familiarity with building data governance processes and policies from the ground up.
- Experience with building and evolving data management solutions from the ground up.
- Ability to analyze and interpret data for both business and social impact use cases.
- Strong analytical skills, including in the modeling and analysis of data.
- Strong data storytelling and visualization skills.
- Strong written and verbal communication skills and experience interfacing with business leaders and communicating insights about data to non-technical audiences.
- Ability to work in a fast-paced, team-oriented environment while managing multiple priorities and tasks.
- Experience using survey and interview instruments preferred.

Minimum Qualifications

- B.A./B.S. required (Business Analytics, Management Information Systems, or equivalent).
- 5-7 years of experience in data management and analytics roles.
- Fluency with automation software (e.g., Alteryx).
- Proficiency with one or more data programming languages (e.g., SQL, Python, R, SAS, or related).
- Fluency with at least one data visualization software (e.g., Microsoft PowerBI, Tableau).

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 \$150,000 – \$164,000.

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 two days per week.