



Manager, Culture and Business Transformation

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 foster economic wellbeing for workers and create thriving workplaces through the power of shared ownership. 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 workers 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 \$20 billion 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 100 private equity firms, financial institutions, professional services firms, foundations, labor advocates, and pension funds have joined the O.W. Consortium and made unprecedented commitments to advance the shared ownership movement.

Hands-on Guidance. In collaboration with its 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, 167 companies have implemented shared ownership programs, reaching over 251,000 workers.

Ownership Works is certified as a [Great Place to Work](#).

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

About the Client Advisory Services (CAS) Team

The Client Advisory Services team is building best-in-class advisory services to serve top management teams at companies and private equity firms on the 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.

In 2025, the organization worked with over 35 private equity firms to support the implementation of shared ownership programs in their portfolio companies. The organization also supports public companies and family-owned businesses.

Ownership Works and its 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 mission-driven, client-focused professional to join the Culture and Business Transformation team as a Manager. In this role, you will lead client workstreams, strengthen project execution, and build trusted, credible relationships with general partners, companies, and other stakeholders. You will translate strategic direction into well-structured, high-quality delivery, and contribute to systems, methods, and tools that advance the Culture and Business Transformation practice and client outcomes.

This role requires strong project leadership, exceptional communication skills, and the ability to manage and guide multiple stakeholders. Candidates should be energized by both client-facing work and internal practice building.

Core Goal

Lead and project manage the day-to-day execution of client engagements, ensuring high-quality delivery. Contribute to the systems, tools, and methods that advance Ownership Works as a thoughtful, catalytic advisor.

What This Role Offers

- A unique opportunity to impact the lives of many hard-working individuals while developing valuable management consulting capabilities and experience.

- An exceptional opportunity to help investors, companies, and leaders transform businesses and maximize shared value creation and shared wealth.
- Work alongside leaders and pioneers in the employee ownership field.
- A collaborative and people-centered organization with a team of highly talented colleagues passionate about making a positive impact on society and creating great workplaces.
- Frequent feedback and coaching to help you achieve your career goals.

Key Responsibilities

- Lead day-to-day delivery of client engagements, working closely with portfolio company executive leadership teams and in partnership with CAS Principals on overall client relationships.
- Translate strategic direction into structured proposals and workplans, make execution decisions, and ensure the delivery of high-quality outputs.
- Develop materials, tools, and analyses that strengthen ownership culture and change leadership.
- Contribute to the evolution and scaling of the culture and transformation practice by innovating and building services, tools, playbooks, and delivery approaches.
- Mentor team members and help the team thrive and deliver its best work for our clients, in pursuit of our mission.
- Work in close collaboration with Ownership Works leadership, subject-matter expert peers, and external strategic partners.

Preferred Skills & Qualifications

- Experience leading workstreams or projects that involve employee engagement, change management, or cultural alignment.
- Understanding of how organizations operate, including cross-functional workflows, stakeholder coordination, and frontline realities.
- Experience working in dynamic, fast-paced environments; ability to manage competing priorities.
- Strong project and program management skills; able to drive clarity, structure, and momentum.
- Strong relationship-building skills; able to engage effectively with mid-level and executive teams as well as frontline employees.
- Ability to identify issues, risks, and opportunities within workstreams and recommend practical solutions, proactively adjusting plans and approaches to stay oriented toward outcomes.
- Ability to identify issues, risks, and opportunities within workstreams and proactively adjust plans and approaches to stay oriented toward intended outcomes.
- Strong written and verbal communication skills, including presentation development.
- Problem-solving skills with the ability to break down ambiguous problems into structured work.
- Comfort operating in fast-paced, evolving, startup-like nonprofit environments.

- Emerging people leadership skills and a desire to mentor junior team members.
- Passion for social justice and the mission of Ownership Works; interest in becoming a subject matter expert in employee ownership.

Minimum Qualifications

- B.A./B.S. required.
- Advanced graduate degree (e.g., MBA, MPA, etc.) preferred.
- 5–8 years of experience in human capital or transformation consulting or in-house HR/People, operations, or roles involving organizational effectiveness, change leadership, or transformation.

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 still encourage you to apply.

Compensation

Compensation for this role is determined by several factors, including work location, individual skills, relevant experience, and business needs. For candidates based in New York City, the estimated salary range is \$150,000–\$165,000, plus an annual discretionary performance-based bonus subject to board approval.

Benefits

We offer a comprehensive benefits package aligned with the professional services sector, which includes excellent health, vision, and dental coverage for you and your family, unlimited paid time off, a 401(k) plan with generous employer contributions, and 18 weeks of 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.

Equal Opportunity Employer

Ownership Works is an Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or any other legally protected status.

E-Verify

We use the federal E-Verify system to confirm the employment authorization of all newly hired employees.