



Manager, Client Advisory Services

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 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 90 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 129 companies have implemented shared ownership programs, reaching over 215,000 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 Position

As members of the Client Advisory Services team, Managers play a crucial role in collaborating with investors and companies to design and structure shared ownership plans. They are responsible for managing relationships with Ownership Works' private equity partners, helping them identify companies that are well-suited for shared ownership, and shaping the design elements of the shared ownership programs at those companies. Managers are also responsible for supporting the innovation of new models for employee ownership to meet the evolving needs of our clients. Managers work closely with colleagues across the Client Advisory Services team, collaborating with experts in cultural transformation and employee financial well-being to deliver comprehensive solutions to our clients. This role is vital to scaling employee ownership and driving its adoption across new sectors of the economy.

Note: This role is scoped at the Manager level, but we are open to considering Senior Manager candidates based on experience and qualifications.

Core Goal

Lead the design of shared ownership plans for clients, driving the adoption of these programs. Build strong relationships with private equity partners and ensure the successful execution of ownership strategies that create value for both businesses and employees.

What This Position Offers You

- A unique opportunity to impact the lives of thousands by transforming businesses and creating shared wealth through employee ownership.
- Direct client-facing experience, working with private equity teams and executives in mid- and large-cap companies.
- Mentorship and professional growth within a collaborative and supportive team.
- A flexible, inclusive work environment that prioritizes people and fosters a strong organizational culture.

Key Responsibilities

- Drive strategic account management for a portfolio of Ownership Works' private equity partners, building trusted relationships and guiding them in shaping a high-impact employee ownership strategy that aligns with their investment and value creation goals.
- Lead client engagements to design and structure shared ownership programs, including building financial models that assess the impact of ownership programs on business performance and employee wealth creation.
- Drive innovation by leading efforts to develop and refine novel design or structuring approaches to employee ownership.
- Manage multiple projects by prioritizing tasks, organizing workflows, and ensuring the timely and accurate completion of deliverables.
- Mentor and manage junior team members, fostering their professional growth while contributing to the overall success of the team.

Minimum Qualifications

- B.A./B.S. required.
- Five to ten years of work experience with one to three years of consulting, finance, or similar.

Preferred Qualifications

- Advanced graduate degree (e.g., MBA, MPP).
- Demonstrated ability to manage client relationships and deliver client success.
- Experience in strategic account planning and stakeholder management, with the ability to navigate complex organizations, align diverse interests, and drive meaningful change.
- Strong financial modeling skills with the ability to assess quantitative drivers in business value creation.
- Proficiency in creating clear, compelling slides in PowerPoint.
- Excellent written and verbal communication skills.
- Ability to independently manage multiple projects simultaneously while maintaining quality.
- Strong collaborator with experience working across cross-functional teams.
- Leadership potential, with the ability to mentor and guide junior team members.
- Passion for social impact Ownership Works' mission; interest in becoming a subject matter expert in employee ownership.

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

Equal Opportunity Employer

Ownership Works is an Equal Opportunity Employer.

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 is \$150,000 - \$195,000 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.