



## Senior Director, Advancement Ownership Works

New York, New York  
[ownershipworks.org](https://ownershipworks.org)

*Ownership Works has partnered with Lindauer, a global search and talent firm, to conduct this search. To apply, please submit your resume on the [Lindauer website](#).*

*Please contact the Lindauer team leading this search if you have questions or would like to make a nomination or a referral:*

[Carmel Napolitano, Vice President](#)

### ***The Opportunity***

The Senior Director, Advancement, role at Ownership Works (O.W.) is a unique opportunity for a senior fundraising professional to help a nascent but powerful movement of global business leaders share equity with hundreds of thousands of workers across the globe, helping to create unprecedented economic opportunities.

The ideal candidate will have experience refining and executing a development strategy to identify, cultivate, solicit, and steward high-net-worth individuals, corporations, and foundations. In O.W.'s short existence, it has attracted tremendous philanthropic support, exceeding more than \$57 million in funds raised since 2021. As the organization shifts to Phase 2, O.W. needs a seasoned and goal-oriented fundraising leader to enhance its already highly successful advancement efforts. To succeed, the Senior Director must have excellent leadership skills, a track record of success working with HNWIs – including CEOs and senior leaders in finance -- and a sincere interest in improving economic opportunity and helping to build wealth for low- and moderate-income workers.



The Senior Director will work closely with O.W.'s Executive Director, Anna-Lisa Miller, O.W.'s Founder & Chairman, Pete Stavros, and the nonprofit's Board and entire leadership team to drive a culture of

fundraising across the organization. The Senior Director will manage and lead a team of five advancement professionals to evolve O.W. to its next level of success and sustain its important mission through 2030 and beyond.

Additional assets that the Senior Director will have upon assuming the role:

- **Strategic Fundraising Plan:** a recently completed Strategic Fundraising Plan outlining organizational strengths and strategic advantages, areas for development, and a high-level list of fundraising priorities for the next 1-3 years
- **Board Giving:** the opportunity to work with and leverage an influential Board of Directors who recently achieved 100% board individual giving on top of their existing institutional pledges, robustly endorsing the nonprofit's mission and programs with their personal philanthropy.
- **Fundraising Committee:** a recently formed and soon-to-launch Fundraising Committee composed of Board members and senior non-Board members in the O.W. consortium, all committed to helping O.W. raise \$75 million by 2030.
- **Chairman:** an engaged, focused, and highly-driven Board Chairman committed to excellence and O.W.'s programmatic and financial success
- **Consultant:** access to a senior external fundraising consultant who has been supporting the nonprofit's growth for 2+ years
- **Salesforce:** a sophisticated and well-maintained Salesforce system tracking more than 1500+ VIP individual contacts in the O.W. consortium, all of O.W.'s fundraising history and records to date, and 150+ high-impact philanthropic prospects (across individual, corporate, and foundation prospect categories) that have already been vetted for strong alignment with O.W.'s mission
- **Team:** a motivated, passionate, and high-performing team of 5 advancement professionals working in alignment and ready to level up via the experience and expertise of a seasoned fundraising leader.



This is an on-site role in NYC, with opportunity for remote work. Currently, the team works from its brand-new midtown Manhattan office space two days per week. Ownership Works prides itself on having a hard-working, smart, action- and problem-solving-oriented team that is driven by a commitment to the mission of increasing prosperity for all through employee ownership. Ownership Works has a vibrant, energetic work environment that values collaboration and kindness. In 2024, Ownership Works was certified as a [Great Place to Work](#).

## Ownership Works

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Founded in 2021 by Peter Stavros, the Co-Head of Global Private Equity with KKR, Ownership Works has 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, all while helping businesses become more dynamic, resilient, and successful through workplace cultures oriented around ownership.

O.W. has an ambitious goal of creating at least \$20 billion of wealth for workers by 2030 with the long-term objective of making broad-based employee ownership the new norm across corporate America. 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 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 its founding, over 120 companies have implemented shared ownership programs, reaching over 180,000 workers.

[For a comprehensive overview of O.W.'s mission and approach, please carefully review this deck here.](#)

## Senior Director, Advancement

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Ownership Works seeks an accomplished fundraising leader to work with its robust network of business leaders at the highest echelons of finance, and with its growing prospect list of innovative philanthropists interested in supporting bold economic opportunity initiatives, to advance the shared ownership movement. This leader must be interested in leveraging their extensive fundraising experience to help a young nonprofit with outsized potential achieve its "escape velocity" over the next two to three years as it pushes forward its mission to share \$20 billion in wealth with workers by 2030.



Reporting to the Executive Director, the Senior Director will be stepping into a well-resourced and well-run advancement operation with demonstrated success and extraordinary potential. O.W. has regular engagements with and inquiries from: CEOs and business leaders across the corporate sector; family foundations; large global private foundations; and many more industry-leading impact-focused leaders, investors, and corporate professionals seeking to get involved. Key priorities for the Senior Director will be to grow O.W.'s Board giving, HNWI giving, and foundation support.

The Senior Director will execute top-priority solicitations and guide and coach the Executive Director, Founder and Chairman, Board members and fundraising committee members on reaching and soliciting prospective donors. This role will also help the Advancement team and the O.W. Management team more broadly steward relevant philanthropic supporters and continually refine the case for support to key constituents. The Senior Director will collaborate with the Movement Building team to tie philanthropic opportunities to deepening partnership engagements.

The current Advancement team includes an Associate Director for Advancement and Partnerships, who oversees 1) a Senior Manager for Advancement 2) an Administrator, Salesforce and Fundraising Operations. The team is currently searching for and will soon fill two open roles: an Associate, Advancement (generalist position), and a Grants Writer (internally focused content developer and lead grant and report writer). The Senior Director will lead and mentor this team by setting, executing and evaluating plans that help O.W.'s reach its fundraising goals annually through to 2030.

## ***Key Responsibilities***

### **VIP Relationship Management**

- Manage OW's philanthropic relationships with high-net-worth individual donors and critical institutional partners.
- Steward VIP donors through the full life cycle of their philanthropic engagements with OW.

### **Board Management**

- Lead all O.W. Board member philanthropic relationships.
- Execute a high-impact Board giving strategy, including managing a fundraising committee, executing 1:1 Board member stewardship plans, presenting updates to the Board on fundraising, and facilitating Board training or Board member coaching sessions as needed.

### **Making The Ask**

- Close gifts through direct solicitation and regularly drive solicitation strategy and preparation for ED, Founder and Chairman, and select Board members and Fundraising Committee members to close gifts.

### **Individual Giving Strategy**

- Bring to bear strong expertise in cultivating, securing, and stewarding major gifts from highly philanthropic individuals, families, and family foundations that may be more familiar with supporting larger institutions with robust advancement operations.
- Constantly refine and sharpen case statement to these audiences and ensure that leadership and advancement team articulate it effectively.

### **Prioritization of Opportunities**

- Identify, conceptualize, and execute strategic donor engagement events that are right-sized and best-timed to leverage OW's extraordinary network of business leaders and high-profile supporters (including small dinners, programmatic event add-ons, potentially a gala, etc.).
- Develop an ideal long-term donor pyramid and regularly assess pipeline projections to reach 2030 fundraising goals.
- Identify, reprioritize, and execute the most timely and impactful strategies for securing more support from all types of donors, based on O.W.'s constantly evolving opportunities as a start-up nonprofit generating tremendous philanthropic interest.

### **Leadership & Execution**

- Lead the end-to-end planning & execution of O.W.'s philanthropic revenue generation activities and operations, leveraging outstanding execution to constantly position and fully prepare the Executive Director, Founder & Chairman, and others for solicitation success
- Coach the Advancement team to operate with tried-and-true fundraising best practices and to achieve their highest potential.
- Lead the Advancement team in setting and achieving ambitious goals and prioritizing the smartest opportunities amid many competing priorities.
- Serve on the Executive Director's Management team and contribute to the organization's overall strategy and growth.

### ***Preferred Skills and Qualities***

- Results-oriented with a focus on humility and excellence.
- A pragmatic optimist who enjoys translating big ideas into actionable plans and results.
- Strategic, curious, and accountable.
- Incredibly fast-moving. O.W. is on a start-up growth trajectory.
- A track record of closing six- and seven-figure philanthropic gifts from individuals, families, foundations, and corporate supporters.
- Excellent interpersonal skills and a welcoming demeanor to donors, both large and small.
- Strong executive presence and strong relationship management skills.
- Superb presentation skills to effectively articulate OW's mission and proposition to stakeholders, including everyone from a company CEO to a national labor leader to a foundation president.
- Comfortable with the realities of working at a startup nonprofit organization, including the need to be flexible, 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.
- Demonstrated passion for economic justice, wealth-building opportunities, the racial wealth gap, and/or social impact.

### ***Minimum Qualifications***

- Bachelor's degree required.

- At least 15 years of direct fundraising experience, with at least five years of senior leadership positions at nonprofits.
- Experience building robust nonprofit Boards with strong cultures of fundraising, with high levels of engagement from individual members.
- Experience leading major fundraising campaigns and planning and executing major fundraising events.

*The salary range for this position is approximately \$250,000, plus an annual discretionary performance-based bonus. 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.*

## Leadership

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**Peter Stavros**  
**Founder and Chairman, Ownership Works**  
**Co-Head of Global Private Equity, KKR**

Peter Stavros is the Founder and Chairman of Ownership Works. Stavros’s interest in employee ownership began with his dad who worked as an hourly construction worker in Chicago for 40 years and experienced what most Americans do — a lack of incentive alignment with his employer and no opportunity to create wealth. His interest in employee ownership deepened when he worked with an ESOP nearly 25 years ago and later had an opportunity to study the topic in depth at business school. He has been experimenting with different models of employee ownership since that time.

Stavros joined KKR in 2005 and is Co-Head of Global Private Equity. This includes oversight of \$165 billion of assets across Europe, Asia, and the Americas and covers traditional large- and mid-cap private equity, impact, core, and growth equity.

As an investor, he has helped lead a number of successful investments across sectors and sizes, including HCA Healthcare, Nielsen, Gardner Denver/Ingersoll Rand, Capsugel, Capital Safety, Hyperion, Flow Control Group, Charter Next Generation, Minnesota Rubber and Plastics, Geostabilization International, Crosby Group, and CHI Overhead Doors.

Stavros holds a B.S. in chemistry, magna cum laude, from Duke University and was a Baker scholar at and earned an M.B.A. with high distinction from Harvard Business School.



**Anna-Lisa Miller**  
**Executive Director**

Anna-Lisa Miller joined Ownership Works in August 2021 and serves as its founding Executive Director. She is responsible for the organization’s strategy, key partnerships, growth, and overall impact.

Miller's career reflects a longstanding commitment to expanding shared ownership, advancing racial equity, and driving systemic change within business, government, and social structures. As an experienced nonprofit leader, she has a proven track record of developing organizations, programs, and partnerships that create social returns for stakeholders and communities.

Previously, Miller served as the Development Director at Project Equity, a peer organization that helps local businesses and communities discover the power of employee ownership. Prior to this role, Miller served as Chief Operating Officer of The Kohala Center, a Hawaii-based sustainable development organization, where she led teams to success across a diverse portfolio of programs spanning shared ownership to watershed restoration. In that role, she also served on the Executive Committee of the Hawaii Lieutenant Governor's Farm to School Program, for which she received recognition from the Hawaii State Senate.

Miller began her career as a corporate attorney at Paul, Weiss, Rifkind, Wharton, and Garrison. She practiced law for five years in New York City, Chicago, and Washington, D.C., in the areas of corporate and public finance. In 2014, she transitioned to the nonprofit sector to pursue her passion for expanding economic opportunity.

## Procedure for Candidacy

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Lindauer, a global search and talent firm, has been retained to conduct this search on behalf of Ownership Works. Consideration of candidates will continue until the position is filled.

If you are interested in applying for this position, please submit a resume through the [Lindauer website](#).

If you have any questions or would like to nominate someone for this position, please contact the Lindauer team leading the search: [Carmel Napolitano, Vice President](#).

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.