



**Ownership
Works**

Senior Director, Advancement

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 85 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 Advancement Team

The Advancement team at Ownership Works manages all philanthropic relationships with the nonprofits' individual, corporate, and foundation supporters. This includes everyone from private equity firm leaders, Board members, and company CEOs to institutions like professional services firms, bank foundations, and private foundations committed to creating a more just economy. In just three years of operations, the Advancement team has helped secure more than \$53M in phase 1 funding. These funds have allowed the nonprofit and our leadership to focus on developing and refining our core programs to reach more companies and workers with shared ownership.

The Advancement team currently has three employees and is built on a strong foundation of operational processes and fundraising best practices. These include constant and swift reprioritization to respond to extraordinary opportunities for funding, maintaining a highly responsive, precise, and personal communication style with all our donors as part of their ongoing cultivation and stewardship, and ensuring 100% accuracy of all donor pledge records, funder deliverables, and prospect details in our Salesforce NPSP instance. We have developed and refined our Salesforce system from scratch and use it daily as part of our best practices.

Looking towards the future, O.W. is shifting towards phase 2 of its fundraising, focused on scaling our mission across the corporate sector within and beyond private equity. To do this, we need to galvanize and secure a new sum of philanthropic support larger than our launch phase from across our unprecedented network of current and prospective supporters, with a new focus on HWNIs and foundations.

About the Position

Ownership Works is seeking an accomplished fundraising leader interested in a capstone role to a successful career. This seasoned fundraiser will work with public and private business leaders at the highest echelons of finance and corporate America, as well as cutting-edge philanthropic leaders focused on supporting bold economic opportunity initiatives. This leader must be interested in leveraging their extensive fundraising experience to help a young nonprofit with outsized potential to achieve its "escape velocity" over the next two to three years as we push forward our mission to share \$20B in wealth with workers by 2030.

The Senior Director, Advancement will be stepping into a well-resourced and well-run advancement operation with extraordinary potential. O.W. has regular engagements with and inquiries from CEOs and business leaders across the corporate sector. O.W. has many industry-leading champions and/or prospects already in our network seeking to get more involved. In addition, the nonprofit has not yet had the bandwidth to expand our foundation support despite demonstrated interest and alignment. Growing our Board giving and HNWI and foundation support will be key priority areas for this leader and the Advancement team over the next several years.

The Senior Director will execute top-priority solicitations and guide and coach our Executive Director, Founder & Chairman, and Board members on soliciting prospective supporters. This role will also help the Advancement team and the O.W. Management Team more broadly steward relevant philanthropic supporters.

The Senior Director will evaluate, set, and lead the execution plan for achieving significant fundraising goals through 2030. The Senior Director will constantly refine O.W.'s need case to key constituents and work with the Movement Building team to tie philanthropic opportunities to our deepening partnership engagements. The position will supervise a Principal for Advancement & Partnerships, who oversees a Senior Manager and a Salesforce Administrator, and this position will report to the Executive Director with a dotted line to our Founder & Chairman.

Key Responsibilities

VIP relationship management

- Manage O.W.'s philanthropic relationships with VIP HNWI donors and critical institutional partners.
- Steward donors through the full life cycle of their philanthropic engagements with the nonprofit.

Board management

- Manage all Board member philanthropic relationships.
- Execute a high-impact Board giving strategy, including managing a Board 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 & Chairman, and select Board members to close gifts.

HWNI strategy

- Bring to bear strong expertise in cultivating, securing, and stewarding major gifts from highly philanthropic individuals, families, and family foundations who may be more familiar with supporting larger institutions with robust advancement operations.
- Constantly refine and sharpen O.W.'s need case to these audiences for our phase 2 fundraising push and ensure that O.W. 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 O.W.'s extraordinary network of business leaders and high-profile supporters (including small dinners, programmatic event add-ons, potentially a Gala, etc.).

- Develop O.W.'s ideal long-term donor pyramid and regularly assess pipeline projections to reach our fundraising goals.
- Identify, reprioritize, and execute the most timely and impactful strategies for securing more support from all types of O.W. donors.

Team leadership

- Coach and lead the Advancement team to operate with the best fundraising practices, using time-tested strategies for donor stewardship.
- Lead the Advancement team in setting and achieving ambitious goals and prioritizing the smartest opportunities amidst many competing priorities.

Organization leadership

- Serve on the Executive Director's Management Team and contribute to the organization's overall strategy and growth.

Preferred Skills & Qualities

We are looking for candidates who are:

- Results-oriented with a culture of humility and excellence.
- Pragmatic optimists who enjoy translating "big ideas" into actionable plans and results.
- Strategic, curious, and accountable.
- Incredibly fast-moving as we build and grow the organization.

In addition to the above skills and qualities, we seek a Senior Director with:

- An extensive track record of closing six- and seven-figure philanthropic gifts and grants from individuals, families, foundations, and corporate supporters.
- Excellent interpersonal skills and a welcoming demeanor in donor meetings, both large and small.
- Strong executive presence and strong relationship management skills.
- Superb presentation skills: effectively articulating the O.W. 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 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.

Minimum Qualifications

- Bachelor's Degree required.
- 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.

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 \$190,000 - \$220,000, plus an annual discretionary performance-based bonus.

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.