



Controller

New York, NY

About Ownership Works

Ownership Works is a fast-growing nonprofit with a mission to transform how ownership is distributed within corporations. We partner with private and public companies to implement innovative shared ownership programs that make every employee an owner and honor the collective effort behind a company's success. Alongside a coalition of diverse stakeholders, Ownership Works is fueling the shared ownership movement and providing companies with the roadmap and tools for implementation: from structuring a broad-based equity plan to supporting employee engagement and financial wellness.

Ownership Works was founded in 2021 to scale shared ownership as a means of addressing economic insecurity among employees, narrowing the racial and gender wealth gaps, and strengthening companies and communities in the process. Our public and private equity partners manage over a trillion dollars in assets and employ over a million people worldwide. Together, we are catalyzing a new era of corporate leadership that extends the opportunity to build wealth — through ownership — to every colleague.

Ownership Works is building a team of top-notch leaders to develop the infrastructure and partnerships to guide companies through the process of sharing ownership, and to evaluate the impact of these programs. This includes helping companies: structure and implement broad-based ownership grants, develop a high engagement culture, and increase employees' financial resilience through programs such as on-demand pay, emergency funds, no cost/lost cost banking and financial coaching and advising.

Ownership Works is supported by premier foundations and some of the nation's largest private equity, financial services, accounting, consulting, and law firms.

We are:

- results-oriented with a culture of humility and excellence
- pragmatic optimists who enjoy translating big ideas into actionable plans and measurable results
- diverse, curious, strategic, and accountable
- incredibly fast moving as we build and launch the organization

About the Position

Ownership Works is looking for an experienced Controller that will manage all accounting and oversee the financial activities of the Organization. The Controller will report to the Executive Director and will assist with the development of internal control policies, procedures, and financial planning as needed. The successful candidate will have experience serving non-profit organizations while being energized by a fast-paced, start-up environment.

Goals & Responsibilities

Develop and execute sophisticated finance and accounting strategies to:

- Own all aspects of accounting, billing, financial statements, general ledger, payroll, accounts payable, accounts receivable, budgeting, tax compliance, revenue recognition, and ad hoc financial analysis
- Develop, document, and maintain internal controls over financial reporting
- Oversee accounts payable and receivable, process and receive payments, including debt and similar transactions
- Prepare all monthly, quarterly, and annual financial statements, budgets, forecasts and cash flows
- Advise the Executive Director on Financial Analysis and help drive decisions on investments, benchmarks, and related actions
- Own the external audit process
- Define and implement operational best practices, build the foundation for a best-in-class finance organization

Skills & Qualifications

- A commitment to and passion for the Ownership Works mission
- Bachelor's degree in accounting, finance, or business administration
- 7-10+ years of finance/accounting experience within a tax-exempt organization
- Active CPA required
- Advanced knowledge of Not-For-Profit accounting and reporting guidelines
- Digitally agile; experience with accounting software, MS Office, and related technology tools
- Excellent relationship builder with strong interpersonal skills; able to foster, manage and grow relationships and partnerships with a diverse group of external stakeholders
- Self-starter with an entrepreneurial mindset and a track record of creating and implementing new initiatives and bringing ideas to fruition
- Experienced team builder and collaborative team player who is skilled in managing by influence and leading teams to success across a variety of key initiatives concurrently
- Proven project management, time management, and multi-tasking abilities while maintaining excellent attention to detail

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.

Benefits. Excellent health, vision, and dental care benefits for you and your family. Unlimited paid time off. 401(k) retirement plan with generous employer contributions.

Location. Ownership Works is building a New York City based team. We will have an office-centric hybrid work model that prioritizes the health and safety of our staff and partners.

To Apply. We sincerely appreciate your interest in joining Ownership Works and building the shared ownership movement. To apply, please submit your application to hire@ownershipworks.org.

- Applications should include a thoughtful cover letter describing your interest in working for Ownership Works, the specific role, and your qualifications along with your portfolio and resume. Your cover letter and/or resume must specifically reflect your expertise in the indicated skills listed above.
- Due to volume, only those candidates considered for an interview will be contacted.
- Due to the pace and number of these searches, candidates are strongly encouraged to apply as soon as possible.