



**Ownership
Works**

Director, Data & Research

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 culture of high engagement and trust, 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:

With nearly \$40 million raised since our founding in August 2021, and an incredible opportunity to capitalize on our momentum as we launch in February 2022, we seek to recruit an extraordinary Director of Data and Research to oversee the collection, organization, and analysis of novel, proprietary data related to shared ownership, financial wellbeing, and corporate performance.

Ownership Works' partnerships with more than a dozen companies present a unique opportunity to develop novel time series data related to social and corporate outcomes and to produce robust research that will be used to engage CEOs, investors, policymakers, think tanks, media, and institutional leaders who have the potential to lift up shared ownership as an avenue to economic opportunity and prosperity.

This is an exciting opportunity for a data and technology leader who wants to leverage their skills, experience, and track record to make a difference in the lives of thousands (and potentially millions) of hard-working people. The successful candidate will have a passion for data and quantitative research, experience with finance and consulting, expertise in building data sets in collaboration with multiple partners, research design experience, low ego and an affinity for teamwork, and exceptional project management, organizational, and interpersonal skills.

Core Goal: Develop and manage data and research efforts to track, analyze, and communicate the effect of shared ownership on employee wellbeing and corporate performance.

Responsibilities

- Data
 - Develop Ownership Works' data science program, including an efficient and effective data management infrastructure and process for the collection, cleaning, storage and analysis of both internal and third-party data sets
 - Collaborate with business partners to identify, collect, and report relevant survey, financial, and operational metrics
 - Build and analyze complex data sets
 - Implement policies and guidelines for data management, security and quality; develop standard operating procedures for data handling and archiving
 - Ensure our data collection strategies and data management reflect our storytelling and reporting needs
 - Design, validate and implement a repository of standard or custom reports and dashboards that facilitate the development, monitoring and evaluation of our programs
 - Apply data visualization principles to develop and present data to a variety of external stakeholders in a compelling, clear way
 - Provide data and technical support on an ad-hoc basis to staff
- Research
 - Support the development of our research agenda by identifying existing gaps in data and areas for possible improvement through new research projects

- Build and manage external research partnerships
- Build and maintain internal research database of key datapoints on employee ownership and related fields

Qualifications:

- Bachelor's degree required; advanced degree in economics, public policy, data science, or a related field is highly preferred
- Commitment to and passion for Ownership Works' mission. Demonstrated experience with survey collection, labor research, employee ownership or related social or business initiatives preferred
- Excellent data collection, management, and analytical skills
- Minimum of 10 years of work experience in data science or other research related role; experience in management consulting, finance, or economics strongly preferred
- Excellent communication skills; able to develop relationships with external partners
- Exceptional attention to detail; ability to manage multiple workstreams and prioritize several projects
- Humble, entrepreneurial mindset with a commitment to constantly learning

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. Please submit a resume and cover letter to [hiring@ownershipworks.org](mailto: hiring@ownershipworks.org).

- Due to the pace and number of these searches, candidates are strongly encouraged to apply as soon as possible.
- Applications should include a thoughtful cover letter describing your interest in working for Ownership Works, the specific role, and your qualifications along with your 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