



Director, Culture & Employee Engagement

New York, NY

About Ownership Works

Ownership Works (www.ownershipworks.org) is a fast-growing nonprofit with a mission to increase prosperity through shared ownership at work. We help investors and companies implement innovative shared ownership programs that make every employee an owner and honor the collective effort behind a company's success. Visit <https://ownershipworks.org/how-we-help/> to learn more.

Employee ownership can unlock new levels of success for companies and employees, increasing workers' access to and participation in wealth creation. At scale, employee ownership can help low- and moderate- income households and people of color access the single largest source of wealth in America: stock ownership. Through shared ownership programs that support better corporate cultures and returns, we aim to generate at least \$20 billion of wealth for lower-income and diverse workers over the next decade.

Alongside a consortium of diverse partners, Ownership Works is fueling the shared ownership movement and providing investors and companies with the roadmap and tools to implement shared ownership programs: from structuring broad-based employee equity plans to building an ownership culture, supporting employee engagement, and enhancing employee financial wellness.

The Ownership Works consortium includes 20 private equity firms (and counting) that are partnering with the nonprofit to advance and implement shared ownership programs within their portfolios. Together, these firms manage trillions of dollars in assets and employ millions of people worldwide. They include Altamont Capital Partners, Apollo Global Management, Arcline Investment Management, Ares Management, Berkshire Partners, Blue Wolf Capital Partners, Building Industry Partners, Capitol Meridian, Goldman Sachs Asset Management, Harvest Partners, KKR, L Catterton, Leonard Green & Partners, Oak Hill Capital, Providence Equity Partners, Shamrock Capital, Silver Lake, Tailwind Capital, TPG, and Warburg Pincus.

The nonprofit is also supported by premier foundations and some of the nation's largest financial services, accounting, consulting, and law firms, including the Ford Foundation, The Rockefeller Foundation, Morgan Stanley, Deloitte, EY, McKinsey, and Kirkland & Ellis, among many others.

For a full list of our partners, visit <https://ownershipworks.org/partners/>.

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 the organization

To Apply

Please submit a resume and cover letter to hiring@ownershipworks.org. Due to the pace of hiring, candidates are strongly encouraged to apply as soon as possible and only those candidates considered for an interview will be contacted.

About the Position

With nearly \$50 million raised since our founding in August 2021, and an incredible opportunity to capitalize on our momentum from our launch in April 2022, Ownership Works is seeking to hire a Director of Culture and Employee Engagement. This person will be a key member of our client services team. The role is an exciting opportunity for a mission-oriented leader who wants to leverage their skills and experience to make a difference in the lives of thousands (and potentially millions) of hard-working people through shared ownership programs that improve corporate cultures and employee wellbeing. The successful candidate will be a big thinker that is grounded in developing practical and scalable tools to support successful implementations of shared ownership programs across dozens of companies.

Core Responsibilities:

- Work closely with the nonprofit's senior leadership, advisors, and consultants to further develop the Ownership Works' shared ownership program implementation playbook, with a focus on building a culture of ownership, improving employee engagement, and increasing worker voice
- Leverage the playbook to develop and deliver additional content, including modules, trainings and workshops for executives and employees on ownership culture, employee engagement, and worker voice
- Help companies assess employee engagement, drawing upon survey tools, focus groups, and other formal and informal employee feedback channels
- Drawing upon the playbook, advise private equity investors, corporate boards, C-suite members, and other executives on executing practical strategies to build a culture of ownership, improve employee engagement, and increase worker voice at the companies they lead
- Liaise with our Labor Advocates Leadership Council to develop innovative approaches to increasing worker voice
- Develop strategies and tools to deliver services and content at scale, leveraging third-party content developers, technology, etc.

Skills, Qualities & Qualifications:

- A commitment to and passion for Ownership Works' mission and employee ownership
- Bachelor's degree required; graduate degree preferred
- 15+ years of experience in consulting or business operations; experience with building high performance/high engagement cultures and/or change management preferred
- Experience advising senior leaders, boards, and CEOs, with a focus on developing strategies and processes that improve operations and performance
- Excellent relationship manager with strong interpersonal skills
- Experienced manager who can successfully lead a team, multiple projects, and numerous client engagements
- Exceptional verbal communication skills and strong presentation skills; ability to adapt style and approach to disparate audiences and stakeholders
- Strong writing skills
- Highly responsive and accountable
- Collaborative team player with humility and low ego
- Comfortable leading and following with a clear focus on helping the organization achieve its mission and its short-, mid-, and long-term goals

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 have a hybrid work model with 2-3 days in person at our NYC office.