

JOB ANNOUNCEMENT: Director of Regional Engagement

Project Equity grows community wealth by retaining successful local businesses through employee ownership transitions

Do you want to see a world where the average employee has economic security and businesses help build resilient communities? So do we! Our **mission** is to foster economic resiliency with low-income communities by demonstrating and replicating strategies that increase employee ownership. *Project Equity* invests in awareness raising to get employee ownership “on the menu,” conducts business outreach and education, then provides direct support for businesses to transition to employee ownership. Project Equity is currently expanding into multiple regions around the country.

Help us tap incredible momentum

Project Equity’s early success and significant attention from media outlets such as Forbes, NPR and the Washington Post have propelled Project Equity forward as a national leader in the movement to harness employee ownership to maintain thriving local business communities, create quality jobs, and address income and wealth inequality.

Your role

As a critical leader on our team, the **Director of Regional Engagement** will be a driver of growth for Project Equity’s work in a growing number of regions around the country. You will collaboratively lead distributed, remote and diverse teams, manage partnerships, and deliver results to a wide range of clients.

How you will expand employee ownership?

- Lead the expansion and development of a network of regional initiatives, with each region staffed by a matrixed team assigned to that region.
- Play a key organizational leadership role with other program leads and co-founders, to help expand Project Equity’s mission to new communities and support an exciting vision to scale employee ownership.
- Develop, test and refine a framework and an approach that effectively assesses both a given region and potential partners within that region to help us determine with a high degree of success the likely effectiveness of a Project Equity regional commitment.
- Drive “pipeline” of potential regions and partners to ensure we stay on track for regional expansion targets and milestones.

- Oversee deepening levels of engagement across a growing portfolio of regions through a defined set of stages, from “Explore” to “Assess” to “Activate.”
- Serve as a lead for at least one regional cluster, leading a small team in the exploration, assessment and activation of up to three regions over time.
- With regional leads, cultivate a wide range of local partnerships spanning awareness raising and client pipeline development, as well as direct client services, and business networking.
- Coordinate closely with other program leads to ensure effective prioritization and assignment of program resources within and across regions.
- Be an important external face of the organization, representing Project Equity at conferences and other forums, to help build our field and engage stakeholders.

How you work

- You are passionate about making a difference and supporting employee-owned businesses.
- You are a leader in both execution and strategy, in that order. Yes, developing the strategy is critically important, but you are also highly effective at executing that strategy.
- You have great people and communication skills and love working through partnerships. You will find, cultivate, and operationalize successful partnerships, and provide vision and leadership to help collaborative initiatives succeed.
- You are goal-oriented. You are able to stay focused on and successfully achieve milestones. You are proactive in adjusting based on learnings in order to stay on track.
- You love traveling for work! Though we never want anybody to plan a trip just for the sake of traveling (especially in the age of video conferences), building and deepening relationships in person will be a central success factor of this position, both with internal team members and external partners.

Areas where you shine

- You have the ability to bring vision, leadership, and results-oriented collaboration.
- You are strategic and capable of wearing many hats, mentoring others and "walking the talk" of being a great partner.
- You understand both small businesses and community-based nonprofits, and are able to quickly gain respect from business owners, the business ecosystem and nonprofits.

- You want to dive in and really understand the “employee ownership transition” process, so that you will be able to get partners excited and educated about how their role can most effectively plug in to the mission.
- You are a great communicator: written, email, presentations, phone and in person. People enjoy engaging with you. You can communicate complex concepts simply to diverse audiences.
- You are skilled at helping groups of people and organizations navigate difficult conversations and the intense learning curve of cutting-edge work.
- You’re aware of what you know, and what you don’t know, and are great at bringing in other people to round out your personal expertise.
- You make things happen. You are courageous, ambitious, and humble.
- You’re excited to work with a small, very agile, fast-moving and sophisticated team. We’re looking for somebody who will bring impactful leadership and also integrate well into our team. We work virtually, coming together once or twice a week for in person or online meetings.
- BONUS: Experience with employee ownership (not required).

This position is envisioned as a full-time leadership role in our innovative, growing organization. We are especially interested in candidates based in the Midwest region of the U.S., but open to candidates based anywhere. Significant travel required. Compensation is commensurate with experience.

Project Equity is an independent operating project of the nonprofit umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world (www.multiplier.org).

Multiplier and Project Equity celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills. Multiplier and Project Equity are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and Project Equity prohibit discrimination in their governance, programs and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran, because all or part of an individual’s income is derived from public assistance, or for any other non-merit based factor.

TO APPLY: Please submit a resume and cover letter to Project Equity at [hiring@project-equity.org](mailto: hiring@project-equity.org). In your cover letter, please explain what motivates you to work with Project Equity, and how your experience, skills and commitment will advance our work to create a more equitable economy.

Learn more at project-equity.org.