

Regional Engagement Program Manager – California

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!

Project Equity helps employees become owners of the businesses where they work. We raise awareness of employee ownership as a business succession and local business preservation strategy, target lower-middle and middle market companies for awareness and education, and provide consultations and direct support for business owners and employees to transition to employee ownership. Project Equity is currently expanding and deepening our work in multiple regions around the country, including California.

Your role

The **Regional Engagement Program Manager – California** role will help advance Project Equity's work in the state of California through outreach, partnership development, capacity building, and project management.

Specific programmatic priorities for 2023–24 include:

- Executing a new partnership in Los Angeles County
- Deepening existing partnership and impact in the Bay Area
- Exploration of new regions: Fresno, Monterey, Riverside, San Bernardino, and San Joaquin Counties
- Focused statewide engagement of partners that serve businesses with a concentration of Latino, immigrant, and/or Black workers and other workers of color

How will you expand employee ownership?

Internal program management

- Work in close coordination with the Sr. Manager for Regional Engagement to develop a detailed work plan to meet our strategic objectives and existing contract commitments in California, including work plans for specific priority regions. Work plans will include awareness raising, outreach, educational events, pipeline development, capacity building, and ecosystem development.
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- Manage internal regional implementation teams to execute California regional work plans. Implementation teams will include members of Project Equity’s marketing, business development, product management, and regional engagement teams.
- Coordinate internal work teams to:
 - Launch local awareness raising campaigns
 - Plan and deliver educational webinars, events, and trainings
 - Collaborate with local government and business-serving organizations to build a pipeline of businesses and business service providers interested in employee ownership
 - Collaborate with local government partners to map existing public programs and resources that could support employee ownership
 - Support local government partners to design and implement strategies to embed employee ownership into new or existing programs, job descriptions, or funding streams
 - Identify opportunities to advance employee ownership through local public policy or by leveraging federal or state policies, programs, or funding in priority regions in CA
- Facilitate an internal “test and learn” process with team members that allows for reflection, learning, and innovation within regional implementation plans in order to strengthen our approach and deepen our impact
- Manage formal partnerships and contracts with partner organizations in California, including support on project budgeting, staffing, reporting, compliance, and invoicing
- Collect, track, and share data and updates internally on Project Equity’s outputs and impact in California and within priority regions

External partnership development

- Support new partnership development by identifying and responding to opportunities for contracts with public agencies in California such as city/county government, small business development centers (SBDCs), workforce development boards, etc.
- Develop and submit concept papers and responses to Requests for Proposals from public agencies in California, including a scope of work and project budget that aligns with Project Equity’s strategic objectives and work plan

External ecosystem mapping, outreach, & engagement

- Develop a robust understanding of the local landscape of local government, economic development, small business, and other business-serving organizations statewide in California and more deeply in specific CA priority regions
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- Identify and engage key actors and organizations in California across public, private, and nonprofit sectors. This includes leaders in city, county, and state government, small business development centers (SBDCs), and workforce development boards as well as private sector business advisors such as wealth planners and non-profit organizations supporting small businesses.
- In coordination with the Sr. Manager for Regional Engagement, develop and manage relationships and partnerships with key actors and organizations in California to educate them on employee ownership, ways they can partner with Project Equity and advance employee ownership in their community or network
- Support planning and implementation of 2024 Employee Ownership Equity Summit event

How you work

- **You are passionate about employee ownership and driving long-term systems change.**
- **You enjoy building relationships.** You enjoy and are skilled at engaging new partners and maintaining and strengthening relationships with existing partners.
- **You're a team player.** You enjoy and are highly skilled at collaborating within and across teams.
- **You take initiative.** You proactively identify gaps and develop solutions. You are comfortable figuring things out and being resourceful to meet your goals.
- **You are goal- and results-oriented.** You make things happen. 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.

Areas where you shine

- **You are a great communicator.** People enjoy engaging with you and you enjoy engaging with people. You can communicate complex concepts simply to diverse audiences via written materials, email, phone, and presentations, both in person and virtually.
 - **You are an organized project manager.** You are able to successfully manage multiple projects, partners, and milestones and keep internal teams on track towards project goals and deliverables.
 - **You are a great partner.** You have the ability to bring vision, leadership, and results-oriented collaboration, while being receptive and a good listener. You respect local leaders and contexts and know how to lead from the front, alongside others, and from behind.
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- **You're experienced in and comfortable working across public, private and nonprofit sectors.** You understand local government and community-based nonprofits and are able to quickly gain respect from business owners and public and private sector partners.
- **You enjoy learning.** You want to dive in and really understand employee ownership 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're humble and self-aware.** 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 thrive in dynamic, evolving environments.** You're excited to work with a small, agile, and fast-moving team. You are flexible and nimble, able to operate successfully in a growth environment, and comfortable with change.

Compensation

Anticipated starting salary range for this full-time position is \$75,000–\$90,000 and is accompanied by a comprehensive benefits package that includes employer-paid health, vision, dental, short- and long- term disability, voluntary life and employer-matched retirement contributions.

Location

We are looking for an individual based in California with **strong preference to individuals based in the Los Angeles region**. We work virtually, coming together regularly within and across teams for online meetings, and twice a year (in person when safe) as a full team. Travel within the Los Angeles region and across California is central to the role (when safe and advisable).

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 Name" are also committed to providing an environment of mutual respect that is free from discrimination and harassment. Multiplier and "Project Name" prohibit discrimination in its 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

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part of an individual's income is derived from public assistance, or for any other non-merit based factor.

To apply

Please follow [THIS LINK](#) to apply. Upload your resume and cover letter. 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.

