

Program Manager – Black Employee Ownership Initiative

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 **Program Manager – Black Employee Ownership Initiative** (BEOI) role will help advance Project Equity's Black Employee Ownership Initiative through outreach, partnership development, inbound business owner engagement, and project management in key BEOI regions.

Specific programmatic priorities for 2023–24 include:

- Engaging and activating partners, business connectors, and business owners in Atlanta, South Florida, Alabama, Chicago, St. Paul, and other key BEOI regions, as identified.
- Building a pipeline of Black-owned businesses and/or businesses with a concentration of Black workers to explore employee ownership with Project Equity
- Conducting consultations and financial scans with business owners

How will you expand employee ownership?

Internal program management (10%)

- Work in close coordination with the Director of Regional Engagement to develop a detailed work plan to meet our strategic objectives and existing contract commitments related to BEOI, 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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- Engage across internal teams to execute BEOI work plan and build a pipeline of Black-owned businesses and/or businesses with a concentration of Black workers in key regions.
- Facilitate a “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 key BEOI regions, 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 related to our BEOI strategy

External ecosystem mapping, outreach, & engagement (40%)

- Develop a robust understanding of the local landscape of local government, economic development, small business, and other business-serving organizations statewide in key BEOI regions (Atlanta, South Florida, Alabama, Chicago, and others, as identified).
- Identify and engage key actors and organizations in BEOI regions across public, private, and nonprofit sectors. This includes leaders in city, county, and state government, small business development centers (SBDCs), workforce development boards, and non-profit organizations supporting small businesses.
- In coordination with the Director of Regional Engagement, develop and manage relationships and partnerships with key actors and organizations in BEOI regions 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 2025 Employee Ownership Equity Summit event

Business owner engagement (40%)

- Work proactively and in close coordination with Marketing and the Outbound Manager to generate quality leads and build a pipeline of Black businesses owners and businesses with concentration of Black workers
 - Secure partners to host webinars and events with business owners in key BEOI regions and deliver content for webinars and events as needed
 - Work in close coordination with the Senior Sales Strategist and other team members to ensure effective collateral for engaging Black business owners and businesses in key regions and sectors with a concentration of Black workers
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- Conduct employee ownership consults and financial scans with business owners consistent with PE strategy and approach and in consultation with team members as needed
- Move opportunities with business owners to successful close, either by signing a contract for a feasibility assessment or by referral to an external partner

How you work

- **You are passionate about employee ownership as a Black wealth building strategy and about 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.
 - **You're experienced in and comfortable working across public, private and nonprofit sectors.** You understand 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.
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- **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.

Requirements

- 5-10 years of experience in program management, sales, business support, or other related field, especially experience supporting and building trust with Black business owners and organizations that serve Black communities
- Knowledge of Microsoft Office and Google Suite
- Familiarity with Salesforce or another customer relationship management (CRM) system strongly preferred

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 have a preference for individuals based in the southeastern United States. 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 will be part of this 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,

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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 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.

