

Manager, Policy & Impact

Schedule:	Regular, Full-time (100% FTE)
Reports to:	Chief Policy and Impact Officer, Hilary Abell
Location:	Remote (Location can be anywhere in the United States.)
Start date:	November 6 or as soon as possible
Salary:	\$75,000 - \$90,000

ABOUT PROJECT EQUITY

Project Equity creates quality jobs and builds wealth for Black and Brown workers and low- and middle-wage workers by helping successful local businesses transition to employee ownership

Do you want to see a world where the average employee has economic security and businesses help build resilient communities? Do you want to reverse the racial wealth gap and quell economic inequality? So do we!

Project Equity helps employees become owners of the businesses where they work. We raise awareness of employee ownership (EO) as a business succession strategy, conduct business outreach and education and provide direct support for business owners and employees to transition to employee ownership. We also have initiatives around Black employee ownership, EO policy and other systemic change efforts to create racial and economic equity through EO.

Project Equity began in Oakland, CA in 2014 and now works nationally with focused efforts in multiple regions around the country, as part of our strategy to normalize employee ownership and scale its impact. As we approach our tenth anniversary, we are proud to be 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.

ABOUT THIS ROLE: how you can help us tap incredible momentum

This dynamic new position will play a leading role in a two-year project that Project Equity is launching this fall in collaboration with Morehouse College and the University of California

at Riverside. This research and policy project (tentatively called “Building Black Income and Wealth through Employee Ownership”) aims to:

- Carry out unprecedented quantitative and qualitative research to understand the impact that employee ownership (EO) is currently having on Black workers in the United States, and the awareness of and challenges that Black business owners may face in considering or pursuing EO; and
- Make recommendations for how policy levers can help to make employee ownership accessible to Black business owners and Black workers in order to build intergenerational wealth in Black communities.

The person in this role will have three main areas of responsibility:

1. Project management and coordination with our partners at Morehouse and UC Riverside
2. Policy research and analysis, including drafting case studies and reports
3. Data analysis for this project and for Project Equity’s Impact Measurement and Management program

Specific responsibilities include:

PROJECT MANAGEMENT

- Coordinate work among the Project Equity, Morehouse College, and UC Riverside teams to ensure that the full project is completed in accordance with our agreed-upon timeline and expectations; this includes scheduling and preparing meetings, fostering information flow, and other project management tasks
 - Develop ways to optimize the cross-learning from this unique partnership with Morehouse and UCR and the broader community of organizations and researchers to which we are connected through the project’s funders
 - In collaboration with our communications and marketing team and partners, coordinate dissemination of the project’s research findings and final publication
 - Coordinate the work of the graduate student intern who will be hired for policy analysis and editors and proofreaders hired for the project
 - Work closely with the Chief Policy & Impact Officer on all aspects of the project
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POLICY RESEARCH, ANALYSIS & WRITING

- Conduct research on policy components of the project
 - Research existing government and / or private sector policies that aim to foster racial equity (for example, Minority Business Enterprise procurement) to determine how EO policy can leverage them to build Black wealth and / or learn from their successes and failures
 - Analyze pro-employee ownership policies to determine how they can increase their impact on Black communities
- Set up and conduct interviews with Black business owners for case studies in collaboration with the Morehouse College team
- Draft policy recommendations, case studies and final report
- Assist in collaborative writing and editing of papers, policy briefs, reports and articles as part of the project

DATA ANALYSIS

- Update, refine and maintain our employee ownership policy database and use it to identify trends or themes to inform this project and our broader policy work
- Conduct in-depth analysis 2-3 times a year of impact data collected from Project Equity clients to ensure data quality and to harvest learnings about our impact on the lives of workers in employee-owned companies
- Make recommendations for integrating learnings from this project and from our Impact Measurement and Management (IMM) program into our programmatic work

ABOUT YOU: you are a great fit for this position if your experience includes:

- A strong background in professional research and writing
 - Policy analysis and / or public sector legislative, agency or advocacy work (private sector institutional policy work is also relevant)
 - Knowledge of policy issues related to racial equity and community economic development
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- Masters of Public Policy or Masters of Public Administration degree (preferred but not required)
- Bachelor's degree required (or 10+ years of strongly related experience can be substituted for a degree)
- Bonus: experience with employee ownership or cooperatives; knowledge of nonprofit program evaluation

You work in these ways:

- You are driven by passion and curiosity about how to advance racial and economic justice through employee ownership and through policy.
- You think strategically and systemically.
- You are both highly creative and prone to sweat the small stuff. You want to get it right and you want to make a difference.
- You like working with a small, fast-moving and sophisticated team and facilitating results-oriented collaboration.
- You love data and believe in its power to drive impact. You won't rest until you figure out what it really tells us.

You shine in these areas:

- You are highly organized, goal-oriented and committed to follow through. You know how to keep the parts of a complex project moving in a coordinated way and how to keep people engaged and committed to their joint endeavors.
- You are an outstanding writer and communicator. You can communicate complex concepts simply to diverse audiences both in writing and in conversation.
- You can articulate the connection between impact on the ground and systemic change.
- You make things happen. You are courageous, ambitious, and humble.

MORE ABOUT THE JOB

This position is envisioned as a full-time remote role in our innovative, growing organization. Location can be anywhere in the United States. We work virtually, coming together once or

twice a week for online meetings and once or twice a year for in-person work (potentially more depending on your location).

Salary is commensurate with experience, ranging from \$75,000–\$90,000.

BENEFITS

- Employer-paid health, vision, dental
- Short- and long- term disability
- Voluntary life
- Employer-matched retirement contributions

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

TO APPLY

Please upload your resume, cover letter and a relevant writing sample on our website portal. 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.
