



**Ownership
Works**

Senior Manager, Data & Impact

New York, NY

To Apply

Please visit the [Application Portal here](#). Candidates are encouraged to apply as soon as possible. Due to volume, only those candidates considered for an interview will be contacted.

About Ownership Works

Founded in 2021, Ownership Works (O.W.) is a fast-growing nonprofit organization with a mission to increase prosperity through shared ownership at work. O.W. helps companies and investors implement shared ownership programs that make every employee an owner and honor the collective effort behind a company's success. At scale, employee ownership can help millions of lower-income workers and people of color build savings and wealth, often for the first time, at businesses that are more dynamic, resilient, and successful.

O.W. has set an ambitious goal of creating at least \$20B of wealth for workers by 2030 and, over the long term, making broad-based employee ownership the new norm at work. To achieve these goals, O.W. has two areas of focus:

Movement Building. Through partnerships, network-building, education, data, and storytelling, O.W. is building a movement to increase the adoption of shared ownership by private and public companies. Over 85 private equity firms, financial institutions, foundations, labor advocates, and pension funds have joined the O.W. consortium as Founding Partners and made unprecedented commitments to advance the shared ownership movement.

Hands-on Guidance. In collaboration with its Founding Partners, O.W. helps public and private companies implement broad-based employee ownership programs that improve corporate cultures, increase employee engagement and satisfaction, and create an alignment of interests between employees and employers, all of which can support better outcomes for companies and workers. Since O.W.'s founding, over 100 companies have implemented shared ownership programs, reaching over 160,000 workers.

In 2024, Ownership Works was certified as a [Great Place to Work](#).

For more about O.W.'s programs and impact, visit <https://ownershipworks.org>.

About the Position

Ownership Works is seeking a motivated and ambitious mission-driven professional interested in a challenging role that will develop their career in analytics, data, and impact assessment.

The Senior Manager will be responsible for O.W.'s Data & Research Program, working closely with multiple teams to develop and deploy our data and impact assessment strategy, collect and maintain a sophisticated data and impact evaluation system, and synthesize data on shared ownership programs for consumption by multiple audiences. The Data & Research Program is an essential part of the organization's core mission to build public knowledge of and interest in employee ownership and catalyze interest and adoption throughout the broader economy.

In addition to the requirements below, the Senior Manager should lead with a growth mindset, have a strong work ethic, and possess the knowledge and discretion to handle confidential information. Furthermore, the Senior Manager should be able to learn financial and technical concepts related to private equity and business operations, be adept at setting priorities and anticipating needs, and collaborate productively on high-visibility, multi-stakeholder projects. Responsibilities will continue to develop in line with the organization's growth and needs.

Key Responsibilities

The Senior Manager will play a key role in the organization and will be responsible for designing and constructing O.W.'s system for capturing data to evaluate the performance and results of our programs. They will develop and oversee impact measurement systems to collect, store, and analyze data, as well as prepare reports and recommendations to leadership related to program impact.

Key responsibilities include:

Data Strategy:

- Design O.W.'s data collection strategy; develop short- and long-term roadmaps by considering organizational priorities, data availability, analytic and process feasibility, and risk.
- Make regular recommendations to O.W. leadership on how to refine our approach to data collection, organization, and reporting.
- Construct a data management and reporting system by architecting and implementing technical solutions to collect, store, evaluate, and report on data in collaboration with the organization's Client Advisory Services, Movement Building, and Advancement teams.
- Generate team guidelines, operating principles, data governance processes, and training for collecting, inputting, accessing, and reporting on data.
- Ensure data integrity and develop improvement solutions (data will include employee demographics, employee survey responses, and business KPIs).
- Recommend and ensure data security protocols, encryption standards, and access controls to ensure the security and privacy of sensitive data.

Impact Analysis & Reporting:

- Collaborate with key stakeholders to assess the financial, business, and social impact of O.W.'s programs.
- Translate results into leading examples that drive comprehension and actionable insights for key internal and external stakeholders.
- Prototype, refine, and develop interactive and visually compelling data dashboards (or other visualization tools) that meet end users' reporting and analysis needs.
- Collaborate with end users and partner organizations to refine and maintain dashboards over time as their reporting needs change.

Preferred Skills & Qualities

- Passion for social justice and the mission of Ownership Works.
- Passion for impact evaluation, data analytics, business processes, data systems, and risk management.
- Experience with building and evolving data management solutions and governance processes from the ground up.
- Ability to perform and interpret exploratory, descriptive, and basic statistical (e.g., regression) analysis drawing from established analytical frameworks in business and social impact.
- Strong data storytelling and visualization skills.
- Excellent written and verbal communication skills.
- Experience interfacing with business leaders and communicating insights about data to non-technical audiences.
- Ability to work in a fast-paced, team-oriented environment while managing multiple priorities and tasks.
- Experience with survey and interview instruments preferred.

Minimum Qualifications

- B.A./B.S. required (quantitative field including Economics, Engineering, Business Analytics, Management Information Systems, or equivalent preferred).
- 5-7 years of experience in research, impact evaluation, and/or data management and analytics roles.
- Fluency with data automation software (e.g., Alteryx) or other database management software/programs.
- Fluency with at least one data visualization software (e.g., Microsoft PowerBI, Tableau).
- Proficiency with one or more data programming languages (e.g., SQL, Python, R, SAS, or related) is a plus.

At Ownership Works, we are dedicated to building a diverse and inclusive workplace. If you're excited about this position but your experience doesn't precisely align with every qualification, we encourage you to still apply.

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.

Base Salary Compensation Range

The compensation available for the role considers various factors, including, but not limited to, work location, individual skill set, previous/applicable experience, and other business needs. The estimated salary range for individuals who work in New York City is \$150,000 – \$164,000.

Benefits

Competitive compensation package commensurate with professional services sector experience. Benefits include excellent health, vision, and dental care for you and your family. Unlimited paid time off. 401(k) retirement plan with generous employer contributions. 18 weeks of fully paid parental leave.

Location

O.W. is building a New York City-based team. The team works from our brand-new Midtown Manhattan office space two days per week.