

Job Title: Country Director, Germany

About the Tent Partnership for Refugees:

The Tent Partnership for Refugees mobilizes the global business community to improve the lives and livelihoods of more than 36 million refugees who have been forcibly displaced from their home countries. Founded by Hamdi Ulukaya – the founder and CEO of Chobani, one of the fastest growing food companies in the U.S. – we are a network of over 250 major companies committed to including refugees, especially by hiring and training them. German companies in our network include Adidas, Allianz, Deutsche Bank, Deutsche Post DHL, FIEGE, Gegenbauer, VW, and SAP; internationally, we work with companies like Amazon, H&M, Airbnb, Pfizer, IKEA, L’Oreal, and many others.

We believe that companies can most sustainably support refugees by engaging refugees as potential employees, entrepreneurs and consumers. To find out more about our work, go to www.tent.org.

Summary:

The Tent Partnership for Refugees is hiring for a Country Director to lead all of Tent’s efforts in Germany, to be based in Germany.

We are seeking a senior corporate operator. This motivated and entrepreneurial candidate will have 15+ years of corporate experience (such as business development, human resources, or management consulting). This candidate must have familiarity with business-led social impact programs, such as diversity and inclusion initiatives, CSR or ESG initiatives, or projects to support under-served populations. No prior experience on refugee issues is required.

The Country Director of Germany will engage a broad range of leading businesses in Germany to encourage them to take steps to support refugees. The Director will provide hands-on support to companies to implement projects in support of refugees, including training and hiring refugees; identify and develop relationships with key nonprofits that can serve as implementation partners for companies on their refugee projects in Germany; and participate in and represent Tent at relevant workshops and conferences, with government representatives, as well as serve as a spokesperson for Tent to German media.

As it is safe to do so, the Director will be expected to travel within Germany and periodically outside of it (e.g. in Europe or to New York).

Responsibilities:

- Continue to build out Tent’s company network in Germany, by encouraging more large companies to take practical steps to support refugees and to join the Tent Partnership’s global network
- Work with companies to help them develop programmes to support refugees in Germany, providing them with guidance and advice on how to implement, scale, and make these programs a success
- Tap into your existing network of business connections to grow the influence and work of Tent
- Manage relationships with existing member companies in Germany and work with the HR/CSR and other teams to ensure their programs are a success and grow existing programs to become more ambitious
- With the support of the broader Tent team, organize events and convenings that bring German companies together to share best practices for hiring and integrating refugees in Italy
- Work with German companies to generate forward-looking measurable commitments in support of refugees



- Work with Tent's communications team to help elevate the Tent brand and our work in Germany, representing Tent at conferences as well as acting as a spokesperson for press
- Form relationships with key German political stakeholders to help drive the work of Tent
- Develop relationships with key NGO partners, local organizations, and other organizations such as recruiters to help implement company programs in Germany
- Continue to build Tent's presence in countries such as Austria and Switzerland

Required skills & experience:

- Native German and fluent in English
- Experience building and developing partnerships/ working with or in large multinational companies
- Ability to navigate Germany's political and social contexts
- Proven track record in building and developing partnerships in the private and/or civil sector ideally with a CSR, D&I, or ESG angle
- Bachelor's degree
- Excellent written and verbal communication skills
- Strong presentation skills
- Comfort working independently
- Proficiency in Office and Google applications (especially powerpoint)

Desired qualities

- A willingness to roll up your sleeves
- An entrepreneurial self-starter
- An innovative thinker, with a track record of translating thinking into action plans and output
- Intellectually curious, with a thirst for learning
- Buzzing with creative ideas and enthusiasm
- Ability to make decisions in a changing environment and comfortable operating in gray areas
- A positive, energetic, can-do attitude

All interested candidates, please email resume and cover letter to careers@tent.org. If your background is a fit, someone from our organization will reach out to you to set up a time to talk.

Tent is an equal opportunity employer. Tent will not discriminate against any applicant for employment on any basis including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, marital status, predisposing genetic characteristics and genetic information, or any other classification protected law.