



Job Title: Manager, UNSTUCK Partnerships

Reporting to: Director, UNSTUCK

Based in: USA Remote (preference for NYC Metro area)

Salary: The NYC-based salary range for this full-time position is \$100-140K. Our salary ranges are determined by location, work experience, and the role.

About the Tent Partnership for Refugees:

With more and more refugees displaced for longer periods of time, businesses have a critical role to play in helping refugees integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize global businesses to fill this gap by helping connect refugees to work. Today, Tent is a network of over 300 major companies committed to hiring, training, and mentoring refugees. Find out more at www.tent.org.

About UNSTUCK:

An initiative by the Tent Partnership for Refugees, UNSTUCK partners with consumer brands to create jobs for refugees in their global supply chains. The majority (71%) of the world's refugees are hosted in countries with developing economies, many of these are key sourcing markets for U.S. brands. UNSTUCK brand partners use their procurement power to encourage suppliers to hire refugees, bringing stability to more families forced to flee their countries - and to the communities that have welcomed them. Learn more at www.unstuck.org.

About the Role:

As UNSTUCK expands its brand partnerships in the U.S. and supplier partnerships in refugee hosting countries, we are looking for a Partnerships Manager who is passionate about applying their procurement and product development expertise to drive meaningful, systemic social change. The Manager will lead the growth and impact of UNSTUCK brand partners in the U.S. by identifying, recruiting and on-boarding brand partners, and working closely with incumbent brand partners to scale job creation for refugees by expanding the number of sourcing agreements they have with suppliers employing refugees. The Manager will act as a strategic sourcing resource for brands, building close relationships with new product development and procurement teams to identify sourcing opportunities for new suppliers hiring refugees, or existing suppliers that could hire refugees with UNSTUCK's support. This role is ideally suited for someone with supply chain management or product development experience who understands the potential a brand's procurement function could have in driving ongoing social change. The Manager will report to the Director of the UNSTUCK initiative.

Key Responsibilities:

- Develop a pipeline of potential brand partners, and develop tailored pitches and proposals built off a deep understanding of their supply chains, key sourcing markets and needs
- Lead the onboarding of new brand partners, formalizing partnerships, agreements with suppliers and support on the development of any of UNSTUCK products
- Build deep relationships with key sourcing decision makers at brand partners and become a trusted advisor and strategic sourcing resource for their teams
- Collaborate with brand partners to integrate social impact metrics into procurement strategies and supplier selection criteria
- Develop and maintain a deep understanding of industry trends and best practices related to impact sourcing in consumer goods
- Work with the wider team to refine UNSTUCK's value proposition and develop recruitment materials
- Partner with the Supplier Relations Manager to:
 - Expand UNSTUCK's supplier network by identifying brands' existing supplier partners that have the potential to hire refugees, and creating commercial opportunities for new suppliers hiring refugees
 - Roll out hiring standards, and leverage brand partner supplier auditing systems to collect key performance indicators to track progress and continued impact.

Essential Skills & Experience:

- Bachelor's degree



- At least 5 years of experience in supply chain management, procurement, strategic sourcing, or product development roles - preferably with consumer brands
- A passion for social impact and a commitment to making a difference in the lives of refugees
- Strong analytical and problem-solving skills
- Excellent communication and interpersonal skills, with the ability to build relationships with internal and external stakeholders
- Ability to work independently and manage multiple priorities in a fast-paced, dynamic environment
- Knowledge of ethical or impact sourcing best practices
- Familiarity with product development processes and supplier selection criteria

Preferred Skills & Experience:

- Experience negotiating supplier contracts and managing supplier relationships (especially in Latin America, East Africa, Turkey, Jordan or Eastern Europe)
- Knowledge of supply chain auditing systems
- Experience developing impact reports that include supplier performance measurement, and an understanding of how the supply chain can support ESG goals, SDGs or B Corp scores

Desired Qualities:

- An entrepreneurial self-starter, eager to roll up their sleeves and tackle new challenges
- A positive, energetic, and collaborative mindset
- An innovative thinker, with a track record of translating thinking into action plans and output
- Ability to make decisions in a changing environment and comfortable operating in gray areas
- A willingness to travel (up to 15% of the time)
- Comfort in a fast-paced role and mission-driven environment

To apply:

This is a unique opportunity for someone who wants to apply their procurement and supply chain management experience to drive positive social change. If you are motivated by making a difference in the lives of refugees and the communities hosting them, we encourage you to apply.

Please email your resume and a short cover letter to careers@tent.org. If your background is a fit, we will be in touch. We encourage you to apply early as applications will be reviewed on a rolling basis.

Even if your experience is not a 100% match, we encourage you to apply. What we've listed are guidelines, not hard and fast rules. Tent will consider people from a variety of backgrounds and career experiences.

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 by federal, state and local laws. We are dedicated to ensuring that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.