Job Title: Deputy Director, Strategic Initiatives
Location: This position is remote-friendly, and we are open to candidates who are able to work US friendly hours (EST) or Europe friendly hours (CET).

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 the Role:
Tent is seeking a highly operational, organized, and analytical Deputy Director for Strategic Initiatives who will oversee the design, development, and implementation of key technology-driven strategic initiatives at Tent.

This role will serve as the lead for Tent’s cutting-edge initiatives, which complement our work helping companies hire refugees. These initiatives are typically experimental, flexible, iterative, and relentlessly focused on scale. Examples include enlisting company employees to provide professional mentorship to refugees; connecting refugees to remote-work opportunities; and a brand-new initiative to connect refugees more seamlessly to employment opportunities at major employers. Tent has outstanding staff driving these efforts forward, but we’re looking for a seasoned leader who can oversee these and other efforts, providing strategic leadership and project management oversight. The role will engage and negotiate with key external stakeholders, such as governments, UN agencies, refugee-serving non-profit organizations, industry associations, and Tent member companies.

The ideal candidate must have experience in speak the language of project or product management (Gantt charts, work breakdown structures, etc.); be adept at strategic and contingency planning, but have a strong bias for action; thrive in a highly fluid and dynamic environment; and engage and negotiate with a variety of internal and external stakeholders. Experience in the tech industry is a substantial asset; this role may be a very good fit for someone with experience in product development/management in the tech space. Prior experience working on refugee issues is not required.

Key Responsibilities:

● Lead on defining, scoping, structuring, launching, and driving key strategic initiatives
● Oversee development and launch of key tech products/platforms/apps
● Oversee iterative development of “pilots” and “minimal viable products” to test and learn from hypotheses
● Continuously assess different options in building initiatives, along with pros/cons, and risks or issues that arise
● Oversee regular and systematic analysis of constraints to scale in ongoing initiatives and identify solutions
● Work with team to identify systemic improvements necessary to support strategic initiatives
● Lead cross-functional team charged with implementing project objectives in addition to meeting project deadlines
● Identify and cultivate partnerships with businesses, nonprofits, governments, and other key stakeholders as necessary

Mandatory Skills & Experience:

● Minimum 15 years of professional experience, ideally with 10 years in product development in tech or a related field
● Proven experience in strategic planning, global strategy development, or product/program management; some high-growth or startup experience is highly desirable
● Experience working in the development of new technology or products
● Deep operational mindset and proven track record in process optimization and execution
- Strong leadership and team management skills, with the ability to lead/project manage cross-functional teams working on complex, operational and strategic initiatives
- Outstanding research, analysis, and synthesis skills
- Exceptional written and verbal communication, presentation, and relationship building skills
- Ability to ramp up on new content and work in both self-motivated/independent and highly collaborative environments
- Desire to work in a dynamic, entrepreneurial, and results-driven environment.
- Demonstrated proficiency with Microsoft and Google apps
- Collaborative and clear written and verbal communication
- Ability to manage multiple, shifting priorities and work against tight deadlines in a dynamic environment
- Bachelor’s degree in business administration/management, engineering, or related field (Master’s degree preferred)

Desired Qualities:
- Comfort in a fast-paced role, results-oriented culture
- Excellent critical and analytical skills
- A willingness to roll up your sleeves and tackle new challenges
- A hard worker willing to go above and beyond to deliver high-quality work
- Challenge-seeking and intellectually curious, with a thirst for learning
- Ability to map our processes and make decisions in a changing environment and comfortable operating in gray areas
- Willingness to travel occasionally

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. We specifically encourage those with lived experience as a refugee to join our team.

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.