

Job title: VP, Europe

Reports to: CEO

Based in: Europe (remote), major cities like Paris, Berlin, London, Madrid or Barcelona strongly preferred

Tent is partnering with Cormis Partners for this executive search. To apply, please email your CV and a short cover letter to Arpad.Szakal@cormispartners.com, cc'ing careers@tent.org as soon as possible, as applications will be reviewed on a rolling basis. If your background is a fit, we will be in touch.

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 500 major companies committed to hiring, training, and mentoring refugees. Find out more at www.tent.org.

About the role:

Tent operates across seven countries in Europe, with sizable coalitions of companies in Germany, France, Spain, and the UK. The Vice President of Europe reports to the CEO, is a key member of Tent's executive leadership team, and directly leads a team of seven Country Directors. This role is responsible for strategically leading and executing Tent's vision across seven core markets, including the UK, Germany, France, Spain, the Netherlands, Poland, and Sweden.

The VP of Europe will manage senior relationships with government and business leaders across the region and serve as the face of Tent in Europe — engaging with CEOs and C-suite executives at top multinational companies, and advising governments and EU institutions. A core part of the role includes driving Tent's fundraising strategy in the region by building relationships with philanthropic foundations, corporations, and government funders to ensure sustainable growth. The VP will also play a key role in raising Tent's visibility and profile across Europe by speaking at major events and engaging with the media.

The role is ideal for a senior leader who has managed multi-country teams in Europe and has a deep understanding of European political, economic, and philanthropic ecosystems.

Key responsibilities:

Lead and manage a high-performing team across Europe

- Build and manage a cohesive, high-performing regional team across seven markets, fostering collaboration, knowledge-sharing, and alignment across functions.
- Collaborate closely with the VP of Communications and the VP of Innovation, Learning, and Strategy to execute Tent's Global Strategy in Europe.

- Develop and implement a clear regional strategic roadmap, with tailored country goals and a shared vision for impact.
- Support Country Directors while providing strategic guidance to keep their work aligned with Tent's global priorities. Help improve cross-country collaboration, performance and impact opportunities.

Drive Tent's strategy and external engagement in Europe

- Strengthen Tent's leadership position in the refugee integration space through high-level engagement, media visibility, and new corporate commitments.
- Act as a visible, respected thought leader and spokesperson, representing Tent at forums, roundtables, and in dialogues with senior stakeholders.
- Lead engagement with senior government representatives, regional organizations, foundations, and corporate partners to advance Tent's mission and brand.
- Oversee the Europe Advisory Council to ensure strategic input from key stakeholders.
- In collaboration with the CEO, develop and lead Tent's strategy for potential expansion into new European markets.

Lead philanthropic partnerships and fundraising in Europe

- Build and manage relationships with governments, foundations, and corporate partners to secure new revenue streams and multi-year funding.
- Actively contribute to fundraising efforts alongside the fundraising team, including developing proposals and engaging donors.
- Work closely with the CEO to recommend the most effective use of additional resources for maximum impact in Europe.

Essential skills/experience:

- Bachelor's degree. Preferred: Master's degree.
- 15+ years of relevant professional experience in the private sector (ESG and CSR roles), government (with private sector interactions), or nonprofit executive roles (including fundraising).
- At least 5 years in senior leadership roles overseeing multi-country initiatives or teams in Europe.
- Fluency in English, with strong proficiency in at least one additional major European language (e.g., French, German, or Spanish).
- Deep understanding of European political, economic, and philanthropic ecosystems, especially in relation to social impact and integration.
- Proven success building partnerships with senior business, government, and philanthropic stakeholders.
- Track record of securing significant funding from foundations, corporations, or public sector entities.
- Strong cultural competency, interpersonal tact, and ability to build trust with diverse audiences.
- Adaptable and flexible, capable of navigating and leading in a dynamic, fast-paced environment.
- Ability to give and receive both positive and tough feedback to maintain a high-performance culture.

- A genuine commitment to Tent's mission and values, and a belief in the power of business to drive social change.

Desired skills/experience:

- Private sector experience and understanding.
- Extensive experience managing regional teams.
- Experience in strategy development.
- Experience managing external relationships with high-level stakeholders.
- Experience working with companies on social change.
- Ability to pivot and reprioritize.
- Ease working in a fast-paced environment.
- Presentation skills and public speaking.
- Ability to interact with a range of stakeholders.

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.