Job title: Director, Data & Insights
Based in: Mexico City
Reports to: VP, ILS
Division: Innovation, Strategy & Learning

To apply, please send the English version of your resume and cover letter to careers@tent.org. If your background aligns with our needs, a member of our team will be in touch.

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About the Tent Partnership for Refugees:
With more and more refugees displaced around the world for longer periods of time, businesses play a critical role in helping refugees integrate economically in their new communities. The Tent Partnership for Refugees was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize leading businesses to help connect refugees to work. Today, Tent is a global network of over 500 major companies committed to hiring, training, and mentoring refugees. Find out more at www.tent.org.

About the role:
Tent is seeking a strategic, analytical, and hands-on Data & Insights Director to build and manage a small, high-impact team that drives Tent's data-informed strategy and cross-functional decision making. This is a unique opportunity to take on meaningful leadership responsibility while shaping the strategy of a fast-growing, mission-driven organization.

You will lead Tent's new Data & Insights sub-division— responsible for driving Tent's strategic planning process, developing frameworks and decision tools, shaping Tent's KPI structure, and delivering cross-cutting analyses to inform Tent's most important decisions. You will work closely with Tent's senior leadership and develop insights that influence Tent's programs, growth, and impact.

This role offers a compelling opportunity to shape Tent's internal strategy capabilities from the ground up—partnering across functions and geographies to help the organization prioritize, learn, and scale its impact.

Key responsibilities:

Organizational Strategy & Planning
- Design, lead and follow up on Tent's annual strategic planning process—building tools, structuring timelines, and aligning leaders on Tent-wide priorities.
- Develop strategic frameworks and decision-support models to help Tent assess new opportunities, make tradeoffs, and allocate resources effectively.
- Facilitate cross-functional strategy workshops with country and functional teams to surface challenges, test ideas, and co-create solutions.
- Support the design, launch, and evaluation of new strategic initiatives and pilots across Tent's programs and geographies.

- Partner with teams across the organization to ensure strategies are aligned with Tent's mission and grounded in delivery realities.

Insight Generation, Modelling & Scenario Planning
- Conduct structured analyses and analyses to answer Tent's most pressing strategic questions — leveraging both internal data and external benchmarks.
- Develop financial and growth models and scenario plans to test strategic assumptions and support high-stakes decision-making.
- Translate data, trends, and evidence into clear, actionable insights for Tent's senior leadership.
- Synthesize complex findings into compelling memos, presentations, and visualizations that inform Tent-wide decisions and external communications

Strategic Research
- Set the vision and priorities for Tent's business case work—ensuring it supports Tent's broader strategy and drives partner engagement across sectors.
- Work together with other ILS teams in the development of compelling, evidence-based business cases that make the strategic and financial case for hiring, mentoring, and training refugees.
- Ensure business cases are tailored to different industries and geographies, and are aligned with Tent's programming and advocacy efforts.
- Partner with the Communications and Best Practices teams to leverage insights from business cases to inform internal strategy and external communications.

Data Strategy & Systems
- Provide strategic oversight of Tent's data infrastructure, systems, and tools—ensuring they generate the insights needed to drive Tent's priorities.
- Lead the design and evolution of Tent's KPI framework, ensuring alignment with organizational goals and usability across teams and countries.
- Oversee the development of dashboards, performance tools, and data processes that make Tent's impact and operations measurable, comparable, and actionable.
- Ensure that data is consistently leveraged to inform strategy, track progress, surface risks, and support learning across the organization.

Team Leadership & Collaboration
- Serve as a key thought partner to the VP of Innovation, Learning & Strategy, and represent Strategy & Insights in internal leadership forums.
- Collaborate closely with Tent's functional and country teams to ensure strategic efforts reflect on-the-ground realities and drive impact.

Who you are:
- You have over 10 years of relevant work experience, including at least 3–5 years in strategy, management consulting, or similarly analytical roles — ideally with experience at a top-tier firm (e.g., Bain, BCG, McKinsey) or in an in-house strategy role post-MBA.
- You're completely fluent and capable of working in English.
- You're a structured thinker with a strong problem-solving toolkit and the ability to break down complex challenges into clear frameworks and actionable recommendations.

- You're equally comfortable developing strategic models, writing high-stakes memos, and shaping big-picture direction—while also digging into details when needed.
- You're experienced with large datasets and can translate quantitative findings into strategic insight; proficiency with Excel is a must, familiarity with tools like Stata, R, Python is a plus.
- You're comfortable working with data visualization and BI tools such as Power BI, Tableau, or Looker Studio to support insight generation and storytelling
- You communicate with clarity and confidence—whether facilitating a workshop, presenting to senior leaders, or writing for external audiences.
- You're a collaborative team player who thrives in cross-functional settings and builds trust across levels and cultures.
- You're energized by Tent's mission and eager to apply your skills toward advancing refugee economic inclusion on a global scale.

Preferred qualifications:
- MBA or similar graduate degree preferred, particularly with a focus on strategy, data, economics, business, or public policy.
- Experience in management consulting or in-house strategy or finance roles within the private sector (e.g., CPG, tech), with strong skills in financial modeling, scenario planning, and executive decision support.
- Proficiency in data visualization or business intelligence tools (e.g., Power BI, Tableau, Looker Studio) to support insight generation and strategic storytelling.
- Experience working with financial and operational data to inform strategic and organizational decisions.
- Comfort working across functions, cultures, and time zones in a fast-paced, evolving environment.
- Familiarity with international development, refugee issues, or workforce inclusion is a plus

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