

**Job title:** Country Director, Germany  
**Reports to:** VP, Europe  
**Direct reports:** 1 Manager, 1 Specialist  
**Based in:** Frankfurt, Hybrid

**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](http://www.tent.org).

**About the role:**

Tent is looking for a highly motivated professional with outstanding relationship building, strategy development, management, and organizational skills to lead our efforts in Germany as our next Country Director. As the head of Tent Germany, they will lead a broad range of initiatives encouraging businesses to join Tent, help companies develop programs supporting refugee hiring, and provide excellent partnership services to our member companies. In addition, they will identify and develop relationships with prominent non-governmental organizations that work with refugees and migrants in Germany, build relationships with key government institutions and officials, and act as the lead spokesperson for Tent Germany. The Country Director will drive Tent's strategy development and fundraising efforts in Germany.

The candidate should have familiarity with business-led social impact programs, diversity and inclusion initiatives, and/or projects aiming to support underrepresented communities. Bilingual fluency in German and English is mandatory.

**Key responsibilities:**

**Tent Germany Coalition Management**

- Strengthen relationships with Tent Germany member companies to expand their refugee hiring efforts and deepen their partnership with Tent Germany
- Facilitate the sharing of best practices between Tent member companies for the hiring and integration of refugees in Germany
- Lead the development of the Tent Germany coalition by encouraging large and medium-sized companies in Germany to join Tent
- Work with companies to help craft their commitments to and develop analytics on hiring, mentoring, and training refugees in Germany
- Expand partnerships with national business associations and chambers of commerce in order to strengthen private sector commitments to hiring refugees in Germany

## Government & NGO Relationship Management

- Manage partnerships with international organizations and local NGOs to help connect refugees benefiting from their services to employment opportunities in the private sector; coordinate regularly with them on private sector and government outreach
- Lead engagement with senior government representatives, regional organizations, and foundations to advance Tent's mission and brand
- Manage and guide small team of junior staff

## Public Relations, Advocacy & Fundraising

- Expand Tent's footprint in Germany as a respected leader and spokesperson, representing Tent at public events, forums, roundtables, and in dialogues with senior stakeholders, as well as German media
- Spearhead advocacy initiatives in Germany in collaboration with Tent's communications team for **Europe**
- Develop and implement an annual fundraising plan with specific and measurable goals and objectives
- Cultivate relationships with corporate philanthropy teams, private foundations, and individual donors to advance Tent Germany's fundraising goals
- Prepare proposals, budgets, and reports for donors and donor organizations

## Essential skills/experience:

- Bachelor's degree
- Bilingual fluency in **German and English**
- At least 15+ years of relevant professional experience in multinational companies (e.g., business management, partnerships, corporate social responsibility, diversity and inclusion, talent acquisition, human resources, and/or social impact projects)
- Prior senior management experience with a track record of building and managing high-performance teams
- Proven track record in building and developing partnerships in the private and/or public sector, ideally with a CSR, DEI, or ESG angle
- Deep knowledge of political and socio-economic context, ideally as it relates to the integration of refugees and migrants in Germany
- Excellent communication and interpersonal skills with the ability to influence and negotiate with high-level stakeholders (e.g., C-level executives, government officials)
- Strong project management skills and thriving in fast-paced environments with prowess
- Openness to undertake necessary travel in Germany and abroad

## Preferred skills/experience:

- Master's degree
- Familiarity with customer relationship management tools (e.g., Salesforce, HubSpot) a plus
- Knowledge of refugee and migration issues and/or international development

- Experience with public speaking and press interviews helpful but not essential

**Desired qualities:**

- Comfortable working independently in a relatively small, ambitious, and growing organization (with the opportunities and challenges that come with that)
- A strategic operator, with the ability to find opportunities proactively and solve problems independently
- Very strong operational and project management abilities as well as ability to work with companies in a very hands-on and highly engaged manner.
- An innovative thinker, with a track record of translating strategy into action plans and output
- Ability to make decisions in a changing environment and comfortable operating in gray areas
- 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
- A hard worker willing to go above and beyond to deliver high-quality work
- A positive, energetic, and collaborative mindset

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*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.*