

Job title: Sr. Manager, Strategic Initiatives

Reports to: VP, Innovation Learning and Strategy

Based in: Mexico City

Work setting: Hybrid - 2 days in the Mexico City office, moving to 3 days in 2027

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

About 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 mobilise 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. In 2024, Tent was selected for the [TIME100 Most Influential Companies](#) list.

About the role:

The Strategic Initiatives function operates as an internal strategic consultancy and high-impact operational unit within Tent. Its mandate is to identify and solve priority structural roadblocks to refugee economic integration.

Working closely with the VP, Innovation, Learning & Strategy; Tent's CEO; the Executive Team; and teams across the organization, the Senior Manager will lead strategic initiatives that help Tent increase its impact at scale. This role will focus on breaking down ambiguous and complex problems; building clear business cases; designing practical interventions; and translating strategy into pilots, playbooks, tools, and measurable outcomes.

This role is ideal for someone with a strong strategic problem-solving toolkit, excellent business judgment, comfort with ambiguity, and a strong execution mindset. The right candidate will be able to operate at both a strategic and tactical level: framing high-level opportunities, conducting analysis, building business cases, managing stakeholders, and rolling up their sleeves to turn ideas into concrete pilots and scalable models.

Key responsibilities:

- Lead the design, planning, and execution of high-priority strategic initiatives that address structural barriers to refugee economic integration

- Break down ambiguous and complex problems, identify root causes, assess opportunities, and develop clear recommendations for action
- Build business cases for new initiatives, including sizing opportunities, assessing feasibility, identifying risks, and defining success metrics
- Translate strategic opportunities into practical pilots, implementation plans, playbooks, tools, and scalable operating models
- Partner closely with country teams to identify roadblocks and opportunities that require cross-market or cross-functional solutions
- Design and test new models to increase Tent's impact, such as low-touch company engagement models, high-volume talent pipelines, relocation pathways, AI-enabled tools, or other scalable interventions
- Manage complex, cross-functional workstreams involving internal teams, corporate partners, training providers, NGOs, funding bodies, external consultants, and other stakeholders
- Use data, research, market insights, and operational feedback to inform strategy and improve interventions over time
- Identify opportunities to leverage AI, automation, and other tools to strengthen refugee hiring, matching, onboarding, retention, and workplace inclusion
- Prepare high-quality materials, presentations, briefing notes, business cases, reports, and recommendations for senior leadership and external stakeholders
- Support the development of internal knowledge products, playbooks, frameworks, and case studies that allow Tent to scale learnings across markets
- Track progress against project goals, timelines, deliverables, and impact metrics, ensuring strong execution and accountability
- Contribute to broader strategic priorities across the Innovation, Learning & Strategy team as needed

What we are looking for:

Tent Culture:

*At Tent, every team member is guided by five core principles — **DOERS** — that define not just what we do, but how we do it. These principles are the behavioural foundation of our team, and we look for them in everyone who joins us.*

- **Dedicated to Our Mission** — You are genuinely invested in refugee economic integration. You take ownership of your work and go beyond your role when the mission requires it.
- **Obsessed with Impact** — You act with urgency and tenacity, and take personal accountability for results. You don't stop at effort — you care about what actually gets done.
- **Excellent in Execution** — You operate at the highest standards in everything you do. You bring precision and follow-through to your work and hold yourself to a bar that goes beyond what is required.
- **Relentless at Improving** — You proactively identify better ways of working and don't wait to be told to iterate. You are open to feedback and actively seek it.
- **Stronger through Collaboration** — You thrive in team environments, communicate openly, and build trust with colleagues and external partners alike.

Essential Skills / Experience:

- Bachelor's degree required
- Minimum of 5 years of relevant professional experience in strategy consulting, business operations, strategic initiatives, chief of staff roles, social impact, workforce development, technology-enabled operations, or related fields
- Strong strategic problem-solving skills, with experience breaking down ambiguous and complex problems and developing practical, high-impact solutions
- Experience building business cases, sizing opportunities, assessing trade-offs, and translating analysis into clear recommendations
- Strong analytical skills, including the ability to work with quantitative and qualitative information, identify patterns, and make sound judgments with imperfect information
- Excellent project management skills, with the ability to manage multiple complex workstreams, stakeholders, timelines, and deliverables
- Strong written and verbal communication skills, including the ability to prepare clear, compelling materials for senior internal and external audiences
- Comfort working in fast-paced environments with shifting priorities
- Fluency with AI tools and emerging technology, with the ability to use them thoughtfully to strengthen analysis, productivity, and impact
- Strong understanding of private sector dynamics, particularly how companies make decisions related to talent, HR, operations, workforce development, CSR, DEI, or social impact
- Highly collaborative working style, with the ability to partner effectively across cultures, teams, and seniority levels

Preferred Skills / Experience:

- Experience in strategy consulting and/or operating in fast-paced startup, scale-up, or business operations environments
- Experience working with refugee, immigrant, workforce inclusion, or economic mobility issues
- Experience working across multiple countries, markets, or regional teams
- Availability to travel

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.