

Title: Head of Partnerships Development

Department: Partnerships Development

Reports to: Chief Operating Officer

About the Organization

Over the last two decades, Upwardly Global has supported thousands of immigrant and refugee professionals in transitioning from poverty or exclusion to quality, thriving-wage careers through its customized coaching program and comprehensive approach to integrating skilled immigrants into the US job market. Upwardly Global is a data-driven, innovative organization with a bold vision and a fearless spirit operating out of four major US markets and providing remote services to several parts of the country. It is unwavering in its commitment to a diverse and inclusive culture where every voice matters.

Position Overview

Are you ready to be a game changer in a growing innovative organization? Here's your chance! We're seeking a dynamic Head of Partnerships Development to join our team and revolutionize the way we do business.

In this pivotal role, you'll be a key leader, responsible for creating and executing a comprehensive strategic partnership development strategy to engage delivery partners (i.e. community colleges, workforce and refugee resettlement organizations) and employer partners. Reporting directly to the COO, you'll develop and implement the organization's strategic partnerships action plan, shaping the future of our rapidly growing, innovative organization.

Leading a dedicated team, you'll be tasked with achieving ambitious monthly goals related to cultivating and securing new partners. But your impact won't stop there - you'll also enhance our brand and programs through building new relationships, and spearheading Upwardly Global with existing and potential workforce & employer partners at industry events and roundtables to create meaningful opportunities for our candidates.

This role includes a revenue/fundraising goal and is perfect for a passionate individual with exceptional sales and relationship building skills, leadership abilities, and a deep commitment to our mission. As the Head of Partnership Development, you'll not only shape our strategic partnership development strategy and lead a dedicated team, but also make a real difference in the lives of immigrants and refugees.

About Upwardly Global's Partnerships Initiatives

Upwardly Global's Partnerships team aims to extend our coaching products and services to the broader ecosystem of immigrant and refugee serving agencies – equipping the field to better address the unique workforce development and inclusion barriers faced by internationally-trained professionals. We provide UpGlo e-learning, coaching support, re/upskilling, and mentorship and technical assistance to providers in the public workforce, community college, and refugee resettlement systems.

Upwardly Global's Employer Engagement team works towards breaking down barriers for immigrant job seekers by promoting inclusive hiring and recruitment practices and providing an innovative model

of workforce inclusion. Upwardly Global offers tailored diversity, equity, and inclusion (DEI) training, and provides a cutting edge suite of tools to allow employers access to the UpGlo talent such as an online platform and an ethical-AI powered ATS integration.

Essential Duties & Responsibilities:

1) Partnerships Development Strategy & Implementation: Workforce & Employer Partners

- **Develop & Implement a Go-to-Market Strategy:** Create & execute a holistic data-driven go-to-market strategy for both (1) workforce and (2) employer partners that aligns with Upwardly Global's mission and business objectives.
- **Build Enduring and Successful Relationships:** Establish new relationships with high-level partners of workforce and employer partnerships to ensure renewals, increased brand recognition, and leadership in our ecosystem. This position will support the Partnerships implementation team in maintaining the relationship and expanding the partnership.
- **Prospecting & Pipelining:** devise strategy for targeting potential leads and creating a healthy pipeline to ensure yearly partnership targets are met for both workforce and employer partners.
- **Attain sales goals:** Meet and exceed partnership engagement targets, driving the success of Upwardly Global.
- **Program & Product Collaborations:** Function as a strategic thought partner to the VP of Programs and Program Directors (Partnerships and Employer Engagement Directors) on the successful development and implementation of Upwardly Global's partnership products and services offerings.
 - Inform improvements to product or services offerings to align with market need, in partnership with the VP of Programs & Programmatic team.
- **Market research & assessments:** Assess products and service offerings and investment/pricing models to advise on marketing strategies to increase the customer base, and ensure competitive product and service offerings.
- **Partnership Life-cycle:** Responsible for developing unified processes for proposal and contract lifecycle management, including leading on contract negotiations, closing deals, and transitioning to implementation and delivery phase. Work closely with in-coming CMO to develop eye-catching sales & marketing materials to drive lead generation and interest.
- **Tracking:** Develop and maintain a sales tracking system within the Upglo Salesforce CRM to be able to track and easily and efficiently report progress to executive leadership and ensure timely meeting of monthly targets, and ensure the ability to course correct if monthly targets are at risk of not being attained.

2) Team Management & Cross-functional Processes

- **Motivate, lead, & mentor:** Supervise and motivate the sales team to meet and exceed their targets. Lead a team of (Workforce) Partnerships Development Managers and Employer Partnerships Manager (s) to develop institutional expertise on constituency-specific cultivation strategies.
- **Teamwork:** foster a culture of success and collaboration. Build a trusting work environment that supports innovation within the partnerships development team and cross-functionally with the Programs and Marketing Teams.
- **Process Improvement:** Define, develop, and land process improvement initiatives, creating and implementing best practices to address key operational challenges, customer pain points, and sources of friction.
 - Act as point person for finance & administration around key metrics regarding, contracts, payments, negotiations and vendor management.
- **Transparency and Accountability:** Model excellence and transparency through collaboration, strategic decision-making and efficient management of budget and resources. Ensure accountability through effective monitoring and impact assessment
- **Identify New Opportunities:** Work closely with the VP of Programs & Program Directors to identify new partnership opportunities & strategies, and enhance existing relationships.
- **Represent Upwardly Global Externally:** Working with CMO to identify opportunities to represent the organization at networking events, conferences, and other relevant gatherings.

Knowledge and Qualifications:

- **10+ yrs. of Sales Leadership and Partnership Development Experience:** Proven experience in a sales or partnerships leadership role, preferably within a nonprofit or private sector.
- **Strong Sales Skills:** Demonstrated track record of meeting or exceeding sales targets.
- **Relationship-Building Skills:** Possess an outstanding relationship-building ability. Demonstrated track record of meeting or exceeding targets through strategic partnerships.
- **Strategic Thinking:** Demonstrated ability to think strategically and creatively.
- **Team Management:** Skilled in team management and coaching A-players to achieve more and coaching/managing B-players to the next level
- **Communication Skills:** Strong communication and interpersonal skills.
- **Collaboration Skills:** Ability to collaborate and communicate across internal and external stakeholders, including senior leadership, customers, and partner organizations
- **Independent Worker:** Ability to work independently and drive initiatives forward.
- **Tech Savvy:** Experience with CRM systems (Salesforce.com) and project management tools (Asana) is a plus.
- **Passion for Mission:** Passion for supporting immigrant and refugee inclusion.
- **Passion for DEI:** Strong passion for social justice issues and demonstrated commitment to diversity, equity, inclusion, and belonging (DEIB) in the workplace is required.

Work Environment/Physical Requirements:

- Requires the ability to travel regionally and nationally; travel up to 40%.
- Must be available to occasionally work evening events

Salary Range Disclaimer

The base salary range represents the low and high end of the Indeed salary range for this position. Actual salaries will vary depending on factors including but not limited to location, experience, and performance. The range listed is just one component of Upwardly Global's total compensation package for employees. Benefits include paid time off policy, hybrid or remote work schedule, medical/dental/vision insurance, short-term disability insurance, life insurance and retirement plan with employer match.

Salary Range Transparency:

Upwardly Global is deeply committed to building a workplace where inclusion is not only valued, but prioritized. We're proud to be an equal-opportunity employer, seeking to create a welcoming and diverse environment.

Salary Range Transparency:

- Central Region: \$125,000 - \$140,000 USD per year
- Western/Eastern Region: \$135,000 - \$150,000 USD per year

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Come join us and help us make a real difference in the lives of skilled immigrants and their families, and influence substantive cultural shifts in the workforce.

Interested candidates should apply by clicking [HERE](#) and submitting a resume and cover letter.