Director of Ethical Partnerships

Nest is a non-profit supporting the responsible growth and creative engagement of the artisan and maker economy to build a world of greater gender equity and economic inclusion. Through a suite of holistic programming, Nest is reimagining the future of work and advocating for the interests of overlooked artisan and maker businesses to advance gender equity and deepen economic inclusion for women and vulnerable populations in the United States and around the world. Nest supports over 2,000 micro and small businesses as they develop their operations to access meaningful market opportunities and achieve long-term success.

Nest’s Director of Ethical Partnerships reports to the VP of Corporate Partnerships and leads the organization’s relationships with our major brand contracts and for all beyond factory work taking place in non-traditional supply chains. The Director will serve as a critical business development lead for forging pathways for new clients and managing strategy, prospecting, education, and document creation for scaling our Ethical Handcraft model and tools. The Director will also oversee systems operations ensuring that all documents are regularly updated and relevant and project management systems are functioning effectively. Major roles and responsibilities include but are not limited to:

Revenue Generation & Client Portfolio Management
- Implement the organization’s short and long-term earned revenue generation strategies for Nest's Ethical Handcraft program to generate $1M+ in revenue
- Act as the organization's point of contact for major brand clients who are using Nest's Ethical Handcraft program and related services
- Manage existing and major brand partners leveraging multifaceted aspects of our tools and models and/or unique applications of them
- Support the growth of Nest services in non-traditional supply chains where Nest’s Ethical Handcraft model can apply (such as informal supply chains)
- Manage brand relationships through the program lifecycle from pitching through program completion providing regular milestone check-ins and preparing for contract renewal and expansion where possible
- Liaise with the implementing teams to ensure alignment on contract deliverables and timelines
- Cultivate new client relationships by developing a pipeline of prospective partners for the use of Nest's Ethical Handcraft services and/or to fund new industry solutions or expansions of this program
- Create customized pitch and proposal documents catered to client needs and maintain all contracts, invoicing schedules, proposals, and program deliverables in an organized format
- Provide successful relationship management to secure renewals and expanded contracts from current fee-for-service brand partners
- Work with the communications team on marketing-related initiatives to successfully story-tell partnerships within the Ethical Handcraft portfolio

Establish new client pathways for Nest’s Ethical Handcraft Initiative
- Expand the Ethical Handcraft client base through the engagement of factories, consultants, auditing firms, trade centers, and other relevant stakeholders
- Create new opportunities to pitch and grow the Ethical Handcraft client base in light of industry trends and regulations (i.e. EU directives, Uyghur Bill, etc)
- Conduct extensive research and prospecting to support the active pitching of Nest’s Ethical Handcraft Program
- Document approach and then continuously refine the process for business development of new client base based on learnings
- Research conferences, industry groups, and multistakeholder initiatives that can help scale Nest’s Ethical Handcraft program and/or Nest organizational-wide initiatives and lead strategies for participation and partnership with these events and actors
Operationalize and maintain client management processes and materials

- Establish highly organized standard operating procedures for client cultivation and relationship management leveraging Nest's project management tool, Asana as well as ensuring templates and pitch materials are consistently updated
- Create and maintain accurate onboarding materials for all partners including tracking documents and contracts
- Develop compelling materials that make the case for the value and impact of the Ethical Handcraft Program and associated service offerings
- Identify new ways to secure corporate and brand support through innovative packaging of Nest programs and creative marketing opportunities
- Establish reporting frameworks and metrics to report to the CSO on the development of client relationships necessary to build the long-term sustainability of the program and track these results via Nest's program management tools

Qualifications:

- BS/BA or Masters in Business, Marketing, Communications or similar field (or equivalent work or educational experience)
- 7+ years of relevant professional experience and previous experience managing others
- Able to independently apply expertise to build capacity and bring innovation to an organizational department
- Proven experience serving as a thought leader within a function or technical expertise area
- Exceptional written and verbal communication skills and ability to sell ideas well through creative & innovative presentations
- Excellent project management skills
- Excellent people skills to interact with staff, colleagues, cross-functional teams and third party partners
- High proficiency in developing, organizing, and maintaining processes
- Highly collaborative with experience working in a cross-functional capacity
- Strong ability to effectively prioritize and manage time to address multiple responsibilities in a fast-paced, dynamic environment
- Metrics-driven and analytical; proven ability to prioritize, drive, and achieve results through self and others under time pressure
- Proficient in Microsoft Office, Adobe, Asana, and project management tools (Slack and Salesforce)
- Experience in the artisan and craft space is a strong plus

To apply:

Please send a cover letter and CV to Nest’s Operations & People Manager, Meredith McCall at meredith@buildanest.org. Please include at least 2 references. Nest will leave the role open through early January to conduct interviews in early to mid-January.

Salary and Benefits

Nest embraces a philosophy of transparency and equity in its compensation-setting practices. Based on a comprehensive review of NGO payment trends, the organization has determined that this level role will have a salary band of $90,000 to $105,000 for a US-based employee.

Nest will make a fair offer to an employee based on published salary ranges and the employee's education, experience, performance, and proficiency, among other factors. Offers will include an explanation of how the amount was reached. Nest maintains a zero-negotiation policy to ensure equity-based salaries are consistently applied. Through the organization's performance management processes, there will be opportunities for compensation increases/bonuses based on both Cost of Labor adjustments and merit-based increases annually.

Additionally, Nest provides an annual additional contribution of 10% of your salary directly into a SEP IRA retirement account on your behalf, with no match required. For full time employees, Nest provides full medical insurance coverage (medical, dental, vision) and covers 50% of dependents. One vacation day is accrued each month (annual total of 12 days) plus additional PTO days, including holidays and a one-week winter break at the end of December through New Year’s Day. All travel costs, when required and approved by the organization, will be covered by Nest.