



Everybody Builds

Director of Business Success & Strategic Partnerships | Job Description

[Everybody Builds](#) (EB) is a nonprofit organization launched in early 2023 with the mission to diversify the construction industry in Philadelphia through a coordinated, sustainable, and long-term approach. Working in partnership with the region's largest developers, property owners, contractors, trade associations and unions, Everybody Builds is committed to aligning market opportunities and preparing diverse contractors and workers to play a substantial role in Philadelphia's growth.

The **Director of Business Success & Strategic Partnerships (DBSP)** will be a senior member of our team responsible for developing, leading, and managing diverse contractor business advancement initiatives and strategic partnerships to further the mission of Everybody Builds. The position will be responsible for creating, overseeing and implementing a full program to support the success and growth of diverse contractors. It will include creating mutually beneficial business relationships between developers, owners, construction managers, general contractors, union representatives, and diverse contractor businesses. The DBSP's charge will be to grow and build capacity among diverse businesses to prepare them for success and to compete and perform on identified project opportunities of EB stakeholders.

The ideal candidate will be an experienced and trusted business development leader with an established network in the Philadelphia region's construction industry, a strong external presence, and the ability to successfully engage industry leaders to advance EB's diverse contractor program goals. They will bring a deep understanding of the construction and development industry and the challenges and opportunities diverse businesses face. In addition, they will have the ability to move from program conception to implementation and operation.

Successful candidates should have at least 8 years of relevant work experience leading strategic business development and programming in construction and/or development and have experience working directly with diverse contractors. An understanding of how to work within a non-profit organization is beneficial. The DBSP will play a critical leadership, design, and implementation role for EB across the following areas of Diverse Contractor Programming:

- Program Design and Development
- Contractor Business recruitment and pre-qualification
- Business assessment & growth plan development
- Financial planning & management
- Tracking program development
- Program Metrics, Evaluation, and Reporting
- Identifying, establishing, and growing relationships with stakeholders, service providers, consultants, and funders
- Program staffing and staff management, including overseeing an existing Industry Representative position and current or new consultants brought on.
- Special initiatives

Beginning with a pilot group, the BED will oversee a process to recruit, pre-qualify, assess, develop, and implement individualized business success plans for diverse contractors. They will provide diverse contractors with direct support, as well as establish a formal mentorship program that furthers growth and preparation for access to larger business opportunities. It is expected the DBSP will build strategic relationships with and coordinate business development support services from external organizations, businesses, and consultants in conjunction with their own and their team's direct support. Identifying and tracking metrics of contractor measurable growth and success, and successfully communicating these with industry stakeholders and potential funders will be a critical component of the role.

The DBSP will work closely with the Executive Director and Workforce Development leadership to advise and guide the direction of Everybody Build's diverse contractor full-scale programming and its integration with workforce initiatives and workforce team members.

Qualifications, Knowledge & Skills

- A bachelor's degree is required, or equivalent education plus experience. Master's or Advanced degree desirable.
- 8 years of management experience leading strategic business development initiatives and/or implementing business support programs in the construction or real estate industry.
- Experience developing programming and systems, and/or innovating and implementing changes to improve on existing systems.
- Experience working directly with diverse contractors or similar businesses.
- Demonstrated commitment to equity and specific knowledge of Philadelphia's construction industry are required.
- Knowledge of challenges and opportunities faced by diverse contractors and small businesses as related to the mission of Everybody Builds.
- Experience working in or with non-profit organizations, or knowledge of non-profit principles desirable.
- Ability to establish and build strategic relationships with stakeholders at all levels.
- Staff and Consultant oversight and management experience.
- Innovative and effective problem solver and creative thinker who manages time efficiently and works collaboratively within a small team/organization.

Competitive salary and benefits

- Annual salary begins at \$115,000 dependent on education and experience.
- Hybrid position with a minimum of 3 days a week attendance in office (subject to change), and frequent attendance at in-person meetings and after-hours events as necessary.
- Competitive benefits package including:
 - Medical, Dental, and Vision
 - Long-term Disability (LTD)
 - 403(b) Retirement Plan
 - Flexible Spending Accounts
 - Short-term Disability (STD)
 - Employee Assistance Program (EAP)
 - Life Insurance
 - PTO and 14 Paid Holidays per year

To apply, please email an updated resumé, cover letter addressing how you are uniquely qualified for the position, and references to info@everybodybuilds.org