



PANORAMA

## Director, Workforce Initiatives

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### Position Summary

Since our launch, a cornerstone of Panorama's work has focused on advancing solutions for a changing U.S. workforce. We seek to understand the incentives and barriers to corporate adoption of worker-centric policies, and to provide tools, resources, and knowledge that allow employers to make strategic decisions for both their workers and their bottom lines.

The Director, Workforce Initiatives is responsible for providing strategic vision, leadership and management for Panorama efforts that advance worker-centric practices. This position will devise a strategy to further develop Panorama's workforce initiatives portfolio, including defining Panorama's comparative advantage, identifying gaps, developing concepts to fill those gaps, and finding donors who are interested in funding these initiatives. The Director will manage a team and support them in executing their work program. The Director will also be a thought leader on workforce issues, through speaking, writing and serving as a resource to the field.

### Essential Duties & Responsibilities

- Grow and secure partnerships for workforce initiatives, including identifying new funders, cultivating relationships, and creation of proposals to secure additional funding.
- Strategy development, at the initiative, portfolio, and organizational level.
- Responsible for managing a team and inspiring a high level of quality work including communicating performance expectations, creating goal alignment, integrating project and change management, giving and seeking feedback, measuring progress and supporting employee development.
- Contribute to the diversity, equity, and inclusion efforts at Panorama and assist in aligning Panorama policies with trends/best practices seen within leading companies.
- Represent Panorama to key external constituencies including both formal and informal presentations, such as participating on panels, and attending conferences and other meetings as necessary.

### Knowledge, Skills, and Abilities

- Track record of experience managing complex initiatives, building relationships and marshaling data and evidence to make a compelling case.
- Ability to influence by creating and executing strategies that persuade key stakeholders to take action that will advance shared interests and business goals.
- Creative, energetic and innovative approach to identifying solutions.
- Ability to manage a team, ensuring collaboration while delivering results and staying on budget.
- Demonstrated track record of being politically savvy and maintaining a broad awareness of policy issues that might impact workforce initiatives.
- Excellent oral and written communication skills, and a demonstrated ability to create persuasive and clear oral and written communications.

## Required Qualifications

- Knowledge and familiarity with 21<sup>st</sup> century workforce issues and best practices.
- At least 15 years relevant experience including direct engagement with senior-level decision makers in the policy and philanthropic communities.
- Understanding of the levers available to make change happen, and experience with developing programs and activities to do that.
- Experience managing people and budgets.
- Fluency in written and spoken English required; other language proficiencies welcomed.
- Ability and willingness to participate in domestic and international travel as needed.

## Application Process

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Interested candidates should submit a resume and cover letter to [careers@panoramaglobal.org](mailto:careers@panoramaglobal.org) with subject line "Director, Workforce Initiatives." Please submit your application by Friday, February 1, 2019.

## About Panorama

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[Panorama](#) is an action tank that focuses on influencing people and organizations worldwide to be the change we need to improve our world. Our unique, entrepreneurial model unites team members with diverse skills around the table to collaborate on ways to solve local and global social issues. We work with non-profit and for-profit partners to advance their work, and we initiate our own projects when we see gaps that need to be filled.

Panorama is headquartered in Seattle with a global team and network. To learn more, visit our website [www.panoramaglobal.org](http://www.panoramaglobal.org)

### Our Values

The values we share in our work and in our lives also inspire our name and logo:



Panorama is committed to creating a diverse team and is proud to be an equal opportunity employer. All qualified applicants will receive consideration without regard to race, color, religion, gender, sexual orientation, national origin, disability, or age.