



St. Nicks Alliance

Where Opportunity Grows

Workforce Senior Business Developer, Green Jobs

REPORTS TO: Workforce Development Director and Deputy Director of Skills Training

St. Nicks Alliance is a nonprofit, nonsectarian community-based organization founded in 1975 with the mission to serve as a catalyst to improve the quality of life of residents in North Brooklyn communities through its work in five main areas: housing, healthcare, workforce development, economic development, and youth and education.

St. Nicks Alliance's Workforce Development division provides comprehensive workforce services leading to employment and a career ladder for unemployed and under-employed community residents.

Job Summary:

St. Nicks Alliance seeks a full-time **Workforce Senior Business Developer, Green Jobs** to support the Workforce Development Center. This role has the primary responsibility for talent development partnering with quality employers who provide sustainable starting wages of \$20 an hour or higher, career/wage growth opportunities leading to annual salaries of \$50,000 or higher and creating entry opportunities into Union Apprenticeships across the Green trades. He/She also serves as the Relationship Manager for Green Jobs partnerships and will develop and build high level employer partnerships across the Construction Sector and related Green sectors (Environmental Remediation, HVAC, and Building Maintenance). The individual will liaise with St. Nicks Alliance Housing and Property Management Division to support St. Nicks Alliance Green Trainings and to hire graduates of the training on projects in the pipeline. The focus will be on employers/local development projects with a pipeline of hiring needs.

This seasoned **Workforce Senior Business Developer, Green Jobs** must understand the NYC employment landscape and understand basic business practices, local labor construction and green trades and labor unions. He/she will drive and support employer recruitment, events, job fairs, and alumni career advancement events.

The **Workforce Senior Business Developer, Green Jobs** will make placements and monitor job quality, starting wages, wage growth, career track progression and opportunities for upskilling/advanced certification and union apprenticeships. As part of this effort the individual will support funder reporting as it relates to new and expanded relationships, quality jobs, and career retention/ progression opportunities developed.

The **Workforce Senior Business Developer, Green Jobs** will work with staff to identify and address participants' next steps in wages, pathways, and barriers. The **Workforce Senior Business Developer, Green Jobs** is an invested and transformational individual who can build relationships, inspire, motivate and guide participants towards positive career employment outcomes as well as work with all Construction and Green Training job developers to develop work experience internships/apprenticeships and permanent placement opportunities for our trainees.

DUTIES INCLUDE:

Developing Career Success Pathways

- Ensure that training programs align with employer/industry needs for job placement and career advancement opportunities.
- Research and collaborate with employers that will invest in graduates from training programs by providing upskilling and high level credential attainment options.
- Work closely with quality employers to understand the career pathways they offer our entry level hires and integrate their needs into our curriculum and program
- Understand the participant, employer or job qualities that lead to accelerated and/or extraordinary success for our participants and work with other staff to incorporate into our workforce programming

- Craft compelling success story narratives and employer presentations to showcase Workforce training graduates pathways to multiple employment partners
- Work closely with skills training support teams to ensure trainee career progress and retention
- Enhance/Develop individualized Career Plans to maximize participant wages and sustainability in varied careers
- Work closely with account managers, job developers and work experience coordinators to review client progress, challenges, and outcomes.

Business Development/Relationship Management

- Work with employers to understand adjacent pathways to advancement and success at their firm/industry and collaborate with other staff to incorporate into our career awareness training component
- Develop and maintain relationships with Developers, Employers and Labor Unions in Construction, HVAC, Building Maintenance, and Environmental Remediation sectors with a focus on employers who have a need for 5 or more graduates of St. Nicks Alliance Training.
- Support the development of timely work experience internship and job placement/advancement opportunities for trainees and skills training alumni that utilize industry certifications received
- Develop partnerships with local Employers who are vested in supporting the training with a pay per trainee model.

Administrative Responsibilities

- The Senior Business Developer/Career Progression Specialist must ensure that all employer developments are recorded in St. Nicks Alliance ETO internal database and that all case notes for placement, career retention and advancement are entered by supporting program staff.
- Maintain good organizational, prioritization and time management skills in order to ensure completion of all tasks
- Monitor and report on career retention data findings in the ETO database and support in new grant opportunities.
- Attend, participate and contribute to all team / staff meetings.
- Other duties/tasks may be assigned as needed.

Qualifications:

- Ability to motivate others towards achieving goals
- Excellent organizational interpersonal skills and expert level communicator
- 7-10 years of experience in Career Progression Coaching, Relationship Management and Business Development.
- Ability to develop and manage employer relationships.
- Experience working mid to high level employers and partners in the Construction/Green Trades in NYC.
- Current knowledge of labor trends
- Problem Solving skills
- Ability to work independently with strong sense of focus, task-oriented, non-judgmental, and clear sense of boundaries
- Strong sense of and respect for confidentiality involving both clients and fellow employees
- Ability to work with culturally-diverse individuals
- Bi-lingual Spanish a plus

This position includes benefits after a probationary period.

How to apply:

Please submit a thoughtful cover letter and resume to snaworkforcehr@stnicksalliance.org with Workforce Senior Business Developer, Green Jobs in the subject line. Visit www.stnicksalliance.org to learn more about the organization. Please no phone calls. St. Nicks Alliance is an Equal Opportunity Employer.

Annual Salary: \$70,000 - \$80,000

Benefits:

401(k)

Dental insurance

Health insurance

Life insurance

Paid time off

Vision insurance

Schedule:

8-hour shift

Monday to Friday

Ability to commute/relocate: Brooklyn, NY 11206: Reliably commute or planning to relocate before starting work (Required)

Education: Advanced Degree (Masters) (Preferred)

Experience: Workforce/Business Development/Relationship Management/Career Progression Coaching: 7- 10 years (Preferred)