



Senior Business Developer, Building & Green Trades

Who we are:

St. Nicks Alliance, a North Brooklyn based community organization, seeks to transform lives of low- and moderate-income people through employment, education, housing, elder care and social services. We do this by delivering impactful services with measurable outcomes to children, adults, and the elderly.

St. Nicks Alliance Workforce Development empowers and trains historically marginalized community members to move from unemployment to careers and jobs with sustainable wages enabling over 1800 local residents annually to improve their economic status. Our services are robust and range from employment-contextualized ESOL, digital/computer literacy, ABE, and HSE to workplace success skills training and job placement to sector-based employer-linked Vocational Training with a focus on career occupations in the construction, building & green trades, healthcare, technology and financial service sectors.

St. Nicks Alliance is also a developer and manager of affordable housing and has relationships with over 10 active developers and general contractors who seek to hire our graduates.

We are currently seeking a full-time **senior business developer, building & green trades** for our 92 Throop Avenue workforce development center and our housing development team in Brooklyn. We seek a senior developer to build and expand partnerships with developers and general contractors, expand current placements, and ensure employer satisfaction with our graduates in the construction, building, and green trades.

What you'll do:

The senior business developer will create and support partnerships with developers on upcoming affordable housing and community development projects. They will also serve as the relationship manager with high-level employer partnerships across construction, HVAC, building maintenance, electrical, plumbing, and environmental remediation. This individual will draft MOU's that set hiring targets and build out contributions to support worker training with employers that have a need for trained talent in the building trades. Moreover, this person will be responsive to assist developers with the completion of Hire NYC project hiring certifications.

This role has the primary responsibility for talent development with quality employer partners who provide sustainable starting wages of \$20 an hour or higher, provide career/wage growth opportunities leading to annual salaries of \$50,000 or higher, and create entry opportunities into union apprenticeships across the building and green trades. This seasoned senior business developer must understand the NYC employment landscape and basic business practices, local labor construction, green/building trades, and labor unions. They will also drive and support large-scale employer recruitment, events, job fairs, and alumni career advancement events. This role will ensure career placements in the related trade 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, pipeline development, quality jobs, and career retention/ progression opportunities developed.

The senior business developer, building & green trades will work with staff to identify and address participants' next steps in wages, pathways, and barriers. The senior business developer is an invested and transformational individual who can build high-level relationships and partnerships, support positive career employment outcomes as well as work with all building trade and green training job developers at our workforce center to develop a pipeline of quality work experience internships/apprenticeships and permanent career placement opportunities for our trainees.

Specific duties include, but are not limited to:

Business Development/Relationship Management

- Develop partnerships with local developer and employer partners for upcoming development projects in partnership with St. Nicks Alliance Housing and Workforce units
- Bring in financial support for training through innovative partnerships with vested employers and developers who support industry training with a pay-per-trainee model as part of an overall project agreement
- Take the lead on partnership development, drafting MOUs and put in writing key components of the RFP response including commitments to hire building trade and green trainees from SNA with a pay-per-trainee model
- Develop and maintain relationships with developers, employers, and labor unions in construction, HVAC, building maintenance, environmental remediation, electrical, and plumbing sectors with a focus on employers who have a need for 5 or more graduates of St. Nicks Alliance training for internships and career placements

Developing Career SNA Success Pathways

- Partner with workforce development leadership to align building trades and green training programs with local industry and employer needs for job placement and career advancement opportunities
- Play an active role on the St. Nicks Alliance Business Advisory Council to support identifying new advisory council members
- 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, therefore ensuring employer satisfaction
- Support the development of large-scale work experience internship and job placement/advancement opportunities for trainees and skills training alumni that utilize industry certifications received
- Work closely with account managers, job developers, and work experience coordinators to ensure partners are matched with qualified candidates.
- Review employer and worksite progress, challenges, and outcomes.

Administrative Responsibilities

- Ensure that all employer partner developments are recorded in St. Nicks Alliance ETO database and that all case notes for placement, career retention, and advancement are entered by supporting program staff
- Other duties as assigned by the Senior Managing Director of Workforce Development
- Assist employers in completing HIRE NYC certification submissions

What we are looking for:

- 7-10 years of experience in relationship management, sales, and business development
- Ability to develop new business in the construction, building, and green trades
- Experience in integrating financial support for training into community partnerships for affordable housing and workforce development projects is a plus
- Excellent organizational interpersonal skills and an expert-level communicator
- Ability to develop and manage large scale employer relationships
- Experience working with mid-to-high level NYC employers partners in the construction/ and building trades
- Current knowledge of labor trends across the green and building trades
- Ability to work independently in a task-oriented manner, with a strong sense of focus and a 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 is a plus.

What's in it for you:

- Compensation range: \$90,000-120,000 (*the actual compensation will depend on a variety of job-related factors which may include geographic location, work experience, education, and skill level*)
- Competitive benefits package (medical, dental, vision, 401k)
- 12 company paid holidays; paid vacation, sick, and personal time off
- Learning and development opportunities plus access to wellness programs

How to apply:

Please submit a thoughtful cover letter and resume to snaworkforcehr@stnicksalliance.org with Senior Business Developer, Building & Green Trades in the subject line. Please no phone calls.

St. Nicks Alliance is an Equal Opportunity Employer. We consider applicants for all positions without regard to race, color, national origin, religion, sex, gender identity, age, disability, alienage or citizenship status, ancestry, marital status, sexual orientation, veteran status, or any other status or characteristic protected by applicable federal, state or local laws.

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