



beneficial state foundation

Now Hiring!

Industry Relations Manager Beneficial State Foundation

About Beneficial State Foundation and Our Mission

Beneficial State Foundation is a 501(c)3 nonprofit that works to advance financial justice and impactful systemic change in our communities and in the financial services industry. The foundation is the founding investor of Beneficial State Bank, a triple-bottom-line Community Development Financial Institution and a leader in mission-driven, values-aligned banking.

Role at a glance

- We use geographic zones when determining starting salary. Depending on where you reside, the annual starting salary range for this role is either \$75,388 - \$82,039 or \$85,668 - \$93,227.
- This role is an exempt, full-time position and reports to the Industry Relations and Partnerships Director.
- We are currently working in a 100% remote (within the U.S.) environment.
- The expected start date for this position is Monday, March 18, 2024.

Position Overview

The Industry Relations and Partnerships Manager works as a part of a team advancing Beneficial State Foundation's mission to help change the banking system for good. This role is with our team working on developing high-trust relationships with executives at financial institutions and with bank trade associations. Whether a bank's leaders are newly curious about how to operate more responsibly, or they are already on the journey to delivering social impact banking, the Industry Relations team provides advice, education, technical assistance, and support for continued progress. The ideal candidate values progress on key issues such as climate action, climate equity, environmental stewardship, financial inclusion, financial wellness, social innovation, DEI, racial justice, and corporate social responsibility. The role will include executive relationship development, relationship management, and stakeholder engagement. The Manager will work to build a larger network of financial institutions committed to using the power of banking for social, racial, economic, and environmental impact. The role will help deliver thought leadership to financial services industry stakeholders including regulators, banking association leaders, economic/environmental justice advocacy organizations and legislators.



Primary Duties and Responsibilities:

- Effectively build relationships with executive leaders and managers at select financial institutions across all asset sizes and geographies.
- Effectively build relationships with executive leaders and managers at national, regional, and state trade associations.
- Communicate the business benefits of leveraging the foundation's core programs including the Equitable Bank Standards, Underwriting for Racial Justice, and Participatory Investment in Banking.
- Uncover opportunities for the foundation to deliver income generating services such as seminars, workshops, consulting, training, and educational offerings.
- Attend conferences that will enable new relationships hosted by groups such as bank and credit union trade associations, GreenBiz Group, Ceres, Sustainable Brands, Greenlining Institute, and B Labs.
- Facilitate introductions to key allies in our work including the Global Alliance for Banking on Values (GABV), Community Development Bankers Association (CDBA), B Labs, International Living Future Institute, United Nations Environment Program Finance Initiative, and others.
- Content development including key messages and overview documents for new relationship development meetings.
- Contribute to partnerships strategy, including owning and stewarding relationships.
- Work closely with colleagues across various programs to maintain a productive relationship with key stakeholders through email, one-on-one conversations, and small group conversations.
- Other duties may include:
 - Event management and logistics
 - Speaking at and attending events on behalf of Beneficial State Foundation
 - Up to 10% out of state travel
 - Special projects as assigned

Qualifications

We are passionate about developing a diverse and inclusive workforce. If you are excited about this role but do not meet every qualification or have every key skill listed below, we urge you to apply. Transferable skills are any skills gained through education, volunteering, work experience (including the military), or life experience that are relevant to this position.

Education/Experience

- Bachelor's degree in a related field (such as Business Administration) or the equivalent combination of education and transferable experience
- Five years of experience of working in the financial services sector (bank, credit unions, CDFI)
- Certificate in sustainability or sustainability reporting is desirable

**Minimum Requirements:**

- Direct knowledge of financial services industry opportunities and challenges
- Ability to form strong relationships with internal and external partners
- Exceptional facilitator and presenter
- Keen awareness and sensitivity to the needs and concerns of individuals from historically underserved communities and furthest from opportunity
- Commitment to contributing to social, economic, and racial justice progress
- Interest in contributing to and living out Beneficial State Foundation's Core Values
- Comfort and flexibility in working remotely and supporting and collaborating with remote staff
- To perform this job successfully, an individual should have a strong comfort with collaborative technologies and experience working with various platforms and tools including Microsoft Suite / Microsoft 365, Google Suite, Slack, Basecamp, and Zoom

Supervisory Responsibilities:

No supervisory responsibilities.

Travel:

Up to 10% of out state travel

Compensation

We recognize that negotiation can lead to pay inequality in an organization, so we have adopted a no negotiation policy. We use a compensation formula to set base pay by job level and we have two geographic zones that determine base salary by employee location. Depending on where you reside, the annual starting salary range for this role is either \$75,388 - \$82,039 or \$85,668 - \$93,227.

Benefits

Beneficial State Foundation offers:

- Medical, Dental, & Vision benefits (employee and dependent coverage)
- 401(k) (eligibility after 3 months) through Fidelity with 6% employer matching contribution
- Half-day Fridays support work and life balance
- Vacation time (17 days for 0-5 years of service and 22 days after 5 years of service), sick time (15 days) and floating holidays (2 days) that start accruing immediately upon hire
- Office holiday schedule includes 20 paid holidays inclusive of a full week office closure in July and at the end of the calendar year
- 32 hours a year of paid time off for volunteering, activism, community care and mutual aid
- 24 hours paid time off for employee-directed professional development
- Remote work monthly work stipend of \$280
- Opportunities for engagement and support through activities such as book club, peer coaching groups, affinity groups (in pilot stage), active Slack channels for personal connection and other ad hoc fun stuff



- Education reimbursement up to \$1,500 annually for degree programs. Up to \$500 of this total can be used for qualifying continuing education (seminars, conferences, etc.)
- Access to significant education discounts through e Cornell
- Employee Assistance Program through Optum Live and Work Well
- Stand alone mental health support through Impact Suite available at no cost to the employee

Work Environment

All staff work remotely in the United States. All staff are currently working from home. We provide staff with support for remote work, including a monthly stipend, expense reimbursement, ergonomic assessment resources, etc.

Diversity, Equity and Inclusion

Beneficial State Foundation has a strong commitment to social justice and racial equity. We invite candidates of all identities and lived experiences to apply for this position.

We acknowledge the extensive history of racism, injustice, and oppression in the United States. We acknowledge the systemic marginalization of Black people, Indigenous people, and all people of color. We acknowledge that inequity is woven into the financial services industry. Just as it manifested in condemned historical practices such as redlining, it continues in many forms today.

We are dedicated to recognizing and continuously addressing how our biases show up. We intentionally work to foster a culture of inclusion where everyone is a valued member of our teams and treated with empathy, respect, and dignity. We commit to supporting today and each day to dismantle systemic racism. We commit to hearing feedback when our actions fall short of our intentions. And we firmly believe that in order to build a more just world, we must dismantle white supremacy.

How to Apply

Application review will begin on, Monday, February 19, 2024, with phone interviews to follow. We strongly encourage interested applicants to apply by February 19, 2024, but we'll consider applications on a rolling basis until the position is filled. Our target start date for this position is Monday, March 18, 2024.

Please submit a resume and answer our application questions through our [job application form](#). More information about our team can be found [on our website](#).

A cover letter is not required. Applications without responses to the required application questions and skills assessment will not be considered. If there is anything we can do to accommodate you to participate fully in the application or interview process, please let us know.



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Beneficial State Foundation provides equal employment opportunities to all employees and applicants in all company facilities without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation in accordance with applicable federal, state and local laws.