

**Job Title:** Senior Partnerships Manager, Tent Deutschland (9+ yrs; English and German fluency mandatory)

**Based in:** Anywhere in Germany

***Please note that English and German fluency is mandatory for the role. Please email your CV and a short cover letter to [careers@tent.org](mailto:careers@tent.org) as quickly as possible as applications will be reviewed on a rolling basis. If your background is a fit, we will be in touch.***

**About Tent Deutschland, the German coalition of the Tent Partnership for Refugees:**

With Germany welcoming significant numbers of refugees, businesses have a critical role to play in helping them integrate economically in their new communities. Tent Deutschland is a network of over 65 major companies that are committed to hiring refugees across the country and helping them become job-ready. Tent Deutschland is the national coalition of the Tent Partnership for Refugees, which was founded in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize the world’s largest employers to help refugees access local labor markets. In addition to Germany, Tent operates in eleven other countries across the Americas and Europe. Find out more at [www.tent.org/Deutschland](http://www.tent.org/Deutschland).

**About the role:**

Tent Deutschland is looking for a highly motivated, operational, and analytical professional with outstanding project management and relationship building skills to join our expanding team. The Senior Partnerships Manager will play an important role in putting in place systems to better track and organize our activities in Germany, as well as working with existing member companies on their refugee hiring projects, and forging strong relationships with refugee-facing NGOs.

**Key Responsibilities**

**Work with companies on refugee hiring programmes**

- Take on relationship management of select existing Tent Deutschland member companies to steward their refugee hiring efforts and deepen their engagement with Tent
- Advise companies on best structure, locations, and processes to set up successful refugee hiring programmes, encouraging them to start or scale efforts
- Facilitate effective routes to source, recruit, and onboard refugee candidates
- Advise companies on how to overcome challenges in their refugee hiring efforts, drawing on Tent’s expertise and best practices
- Check in on company progress

**Coalition management**

- Alongside the Director, Tent Deutschland, facilitate select Working Group calls for our member companies

- Develop and conduct trainings for companies on a range of topics related to refugee hiring and inclusion
- Adapt Tent resources and materials for Germany that provide guidance to companies on refugee hiring
- Oversee and manage collection of key information and data from coalition members

### **Manage relationships with refugee-facing organisations**

- Deepen existing and build new relationships with refugee-facing organisations (our 'implementing partners') to enable the delivery of hiring programmes with Tent member companies
- Expand Tent Deutschland's NGO and other implementing partners' network
- Take on relationship management and existing Implementing Partners

### **Other responsibilities**

- Oversee project management and implementation of Tent Deutschland's new pilot to test a third-party recruitment platform, facilitating the connection of companies with refugee talent

### **Mandatory skills/experience**

- Bachelor's degree
- Minimum of 9 years of experience working with multinational companies, ideally in partnerships, human resources, corporate social responsibility, diversity and inclusion, and/or social impact projects
- English and German written and spoken fluency mandatory
- Excellent presentation skills in both English and German
- Top-notch project management skills
- Excellent planning, prioritisation, and organisational skills
- Ability to keep track of and juggle multiple priorities and to meet deadlines with accuracy and attention to detail
- Strong, proven project management skills with the ability to manage multiple activities and stakeholders in a fast-paced environment
- Experience in the private sector to understand the demands and considerations facing private sector HR, CSR, and DEI teams

### **Desired skills/experience**

- Knowledge of policy issues affecting refugees in Germany is helpful, but not essential

### **Desired qualities**

- Highly organised, with the willingness and ability to help design and organise strategic initiatives
- Ability to work independently in a fast-paced environment and manage shifting priorities
- Comfort in a gray or greymission-driven environment

- Openness to feedback
- A willingness to roll up your sleeves and tackle new challenges
- A positive, energetic, and collaborative mindset
- A quick learner and able to get up to speed quickly on new topics
- An innovative thinker, with a track record of translating thinking into action plans and output
- Ability to make decisions in a changing environment and comfortable operating in grey areas
- Willingness and ability to travel from time to time within and outside Germany

**To apply:**

Please email your CV and a short cover letter to [careers@tent.org](mailto:careers@tent.org) as quickly as possible as applications will be reviewed on a rolling basis. If your background is a fit, we will be in touch.

Even if your experience is not a 100% match, we encourage you to apply. What we've listed are guidelines, not hard and fast rules. Tent will consider people from a variety of backgrounds and career experiences. We specifically encourage those with a refugee background to join our team.

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*Tent is an equal opportunity employer. Tent will not discriminate against any applicant for employment on any basis including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, marital status, predisposing genetic characteristics and genetic information, or any other classification protected by federal, state and local laws. We are dedicated to ensuring that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.*