



## **About The Ladies of Hope Ministries (The LOHM)**

[The Ladies of Hope Ministries \(The LOHM\)](#) is an organization whose mission is to help disenfranchised and marginalized women and girls' transition back into society through resources and access to high-quality education, entrepreneurship, spiritual empowerment, advocacy, employment, and housing. The way we fulfill our mission is through our many different expansive programs.

### Position Overview

The Business Development Manager plays a key role for The LOHM's Pathways 4 Equity Program, a career fellowship designed to connect women with business and leadership experiences to employer partners. The Business Development Manager is responsible for all aspects of the employer partnership component of the Pathways 4 Equity Program. The primary responsibilities include outreach to businesses, promoting the Pathways 4 Equity Program, securing employer partnerships, assisting with the placement of the Fellows, providing fair chance hiring information/training, and fundraising for program stability. The individual in this position will contribute to criminal justice reform, work with a team dedicated to serving women impacted by the criminal legal system and bring awareness to the importance of fair chance hiring practices to businesses throughout the United States.

### Primary Responsibilities

- **Partnerships:** Build effective partnerships with businesses to secure fellowship positions and funding opportunities. Maintain current business relationships and provide on-going support to help with expanding hiring policies and diversity, equity, and inclusion practices to include individuals who have been impacted by the criminal legal system.
- **Presentations:** Conduct meetings with prospective partners to present the work of The Ladies of Hope Ministries and the Pathways 4 Equity Program.
- **Training:** Facilitate workshops to provide information and resources on fair chance hiring and diversity, equity, and inclusion practices to employer partners.
- **Research:** Conduct research on the latest trends in the workforce and determine industry needs to create opportunities to build new national business partnerships.
- **Metrics and Evaluation:** Create and administer assessment and evaluation tools to measure success of employer partnerships and fellowship or direct employment placements. Collect and enter data in CRM software.
- **Development and Fundraising:** Work with LOHM Development team to research and identify new funding sources to support and sustain the Pathways 4 Equity Program.

### Qualifications

A combination of the following skills and experiences are important for this position:

- Bachelors or Master's degree in an area relevant to the position responsibilities and/or five years of business partnership development is preferred.
- At least two years of experience in presenting information to inspire and sell.
- At least two years of experience working with small, midsize, or large businesses to build funding and/or program partnerships.

- Experience with assessing corporate cultures and working with senior level personnel and C-Suite executives.
- Strong communication and interpersonal skills i.e., articulate, outgoing personality, and ability to convince and inspire.
- Excellent project management skills and ability to work independently on projects from conception to completion.
- Must be able to work under pressure in a fast-paced environment.
- Experience working with justice involved population and/or strong commitment to social justice.
- Knowledge of software such as Google Workspace, Microsoft Office, Customer Relationship Management (CRM), web-based meeting platforms e.g., Zoom, Google Meets, or Microsoft Teams.

#### Compensation & Benefits

Salary range is \$67,000 to \$72,000 - Compensation for the position is competitive and commensurate with experience. Benefits include medical, dental and vision, paid time off and holidays.

#### Schedule & Work Location

Monday through Friday; Virtual or In-person depending on candidate's location.

#### COVID-19 Precaution(s)

Remote interview process, virtual meetings

#### How to Apply

Submit a detailed cover letter describing your interest and qualifications, and a current resume to [hr@thelohm.org](mailto:hr@thelohm.org). Please add **Business Development Manager - Pathways 4 Equity Program** in the subject line.

**The Ladies of Hope Ministries (LOHM) provides equal employment opportunities for all applicants and employees.** Formerly incarcerated, minority, bi-cultural, and LGBTQ are encouraged to apply. All qualified applicants will be considered for employment without unlawful discrimination based on race, color, creed, religion, national origin, citizenship, age, sex, disability, sexual orientation, gender identity, gender expression, military status, marital status, familial status, pregnancy, arrest or conviction record, unemployment status or any other characteristic protected by applicable law.