



Director of Corporate Engagement

Job Description

Start Date: Flexible (by Fall 2026)

[BridgeYear](http://www.bridgeyear.org) (www.bridgeyear.org) is helping redefine how young adults access economic opportunity. Founded in Houston, BridgeYear connects recent high school graduates to high-growth, high-demand career pathways through career exploration, workforce readiness experiences, employer partnerships, and connections to postsecondary education and training. We believe talent is everywhere, but opportunity is not. Our work helps ensure young people have access to meaningful careers that lead to economic mobility and long-term success.

As BridgeYear enters its second decade, the organization is expanding its impact, deepening partnerships with employers and community organizations, and helping shape conversations around workforce development and equitable career access in Houston and beyond. Over the last five years BridgeYear's operating budget has grown from \$1.2M to \$5.5M and recently participated in major regional workforce initiatives, including Bloomberg Philanthropies' Gulf Coast TradeUp Careers initiative. This is an exciting moment to join the organization. BridgeYear has built a strong foundation of institutional support and is now poised for its next phase of growth.

PRIMARY FUNCTION/PURPOSE:

The Director of Corporate Engagement is a new role responsible for growing and strengthening a portfolio of corporate and employer partnerships that advance BridgeYear's revenue goals and expand career-connected opportunities for students. Within BridgeYear's broader advancement strategy, the Director will partner with the Chief Growth and Advancement Officer (CGAO) to shape the corporate engagement strategy and will own its execution, evaluation, and continuous improvement.

The Director will build relationships with senior decision-makers at Houston-area, regional, and national employers and develop mutually beneficial partnerships that may include corporate philanthropy, sponsorships, employee engagement, program participation, and early-talent or hiring pathways. The Director will serve as the primary relationship manager for an assigned portfolio, coordinating closely with program colleagues who lead the implementation of employer-facing activities.

BridgeYear currently raises approximately \$1 million annually from 12 corporate partners and aims to grow corporate revenue by 30% in the next year. The Director reports to the CGAO and collaborates closely with the Director of Individual Giving, Director of Grants & Institutional Giving, Development Coordinator, and program and communications colleagues to help achieve BridgeYear's FY27 fundraising goal of \$3.8 million.

YOU'D BE GREAT FOR THIS ROLE IF:

- You have spent your career in externally facing roles and gain energy from building relationships outside the organization. You are at your best when you're opening doors, making connections, and representing a mission you believe in.
- You are a natural relationship-builder who can win trust quickly and influence senior leaders. You know how to listen for what motivates people and translate that into meaningful, long-term partnerships.
- You are entrepreneurial and comfortable working without a playbook. You can start from a blank page, test new approaches, learn from what works, and build repeatable systems as you go.
- You are self-driven, results-oriented, and thrive when given clear goals and the autonomy to reach them. You take a defined direction and run with it, translating strategy into concrete plans and consistently pushing yourself to meet and exceed targets.
- You are comfortable carrying revenue and relationship goals and view partnership development as both a strategic and measurable function. You appreciate the discipline of pipeline management, stewardship, and long-term partner growth.
- You are persuasive without being transactional. You believe strong partnerships are built on shared value, clear expectations, and thoughtful stewardship over time.
- You are excited to represent BridgeYear externally and understand the responsibility that comes with being a visible ambassador for the organization's mission, values, and future direction.

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED TO:

- *Corporate Partnership Development:* Serve as an external ambassador for BridgeYear, representing the organization's mission, vision, and strategic priorities to employers, funders, and community partners. Identify, qualify, cultivate, solicit and steward a portfolio of prospective and current corporate partners, with a focus on high-growth, high-demand industries that do not require a four-year degree. Build relationships with key decision-makers and secure partnerships that may include corporate philanthropy, sponsorships, employee engagement, program participation, and early talent or hiring pathways. Build trust-based relationships that position BridgeYear as a credible, long-term partner in career-connected learning and workforce access.
- *Strategy and Revenue Growth:* Partner with the CGAO to develop BridgeYear's annual and multi-year corporate engagement strategy, then own its implementation, evaluation, and refinement. Achieve annual corporate revenue and pipeline goals, including the FY27 goal of increasing corporate revenue by 30%. Develop tailored account plans and proposals that align BridgeYear's priorities with each partner's goals.



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- *Portfolio and Pipeline Management:* Maintain a healthy pipeline of prospective and active partners, establishing clear next steps, relationships strategies, projected revenue, and timelines. Provide accurate revenue forecasts and regular progress updates to the CGAO and leadership team.
- *Cross-Functional Partnership Activation:* Work with program, communications, and development colleagues to identify where and how employer partners can most meaningfully engage with BridgeYear's work. Clearly define partnership scope, expectations, and next steps before transitioning programmatic implementation to appropriate internal team members. Ensure seamless handoff of programmatic responsibilities by documenting partner goals, commitments, and engagement plans to support long-term sustainability. Act as a connector across teams to ensure employer partnerships advance student outcomes, staff capacity, and organizational priorities. Remain accountable for the overall corporate relationships while program colleagues lead the implementation of programmatic activities.
- *Data, Tracking & Continuous Improvement:* Maintain accurate records of employer relationships, engagement activity, and outcomes using BridgeYear's CRM and internal tracking systems. Monitor partnership performance against goals and use insights to refine outreach, messaging, and engagement tactics. Share learnings and trends from employer engagement to help inform organizational strategy and future growth opportunities.

QUALIFICATIONS

Must Haves

- 7+ years in externally facing roles such as corporate relations, nonprofit fundraising, employer partnerships, or similar externally facing, relationship-driven role.
- Proven ability to build, influence, and manage relationships with senior leaders and key decision-makers across external organizations.
- Track record of securing and growing strategic partnerships that result in measurable outcomes (e.g., revenue, engagement, program participation, or talent pipelines).
- Strong executive presence with the ability to represent an organization's mission, value proposition, and strategic priorities to external stakeholders.
- Self-driven and highly autonomous, with the ability to set priorities, manage a pipeline of relationships, and consistently meet or exceed goals.
- Ability to identify and articulate mutual value between organizational needs and partner priorities, translating strategy into action.
- Excellent written and verbal communication skills, including comfort presenting to and persuading diverse audiences.
- Highly organized with strong follow-through, attention to detail, and relationship stewardship skills.
- Comfort operating in a fast-paced, evolving environment with limited structure, and the ability to create systems where none exist.

Nice to Have, but Not Requirements

- Existing relationships with Houston-area, regional, or national employers in high-growth or high-demand industries.
- Experience using CRM systems (e.g., Salesforce) to manage relationships and track partnership activity.
- Prior experience in K-12 education, higher education, and/or workforce development.

COMPENSATION & BENEFITS

Compensation: \$80,000-\$114,000, depending on prior experience

Benefits:

- Health Insurance for individual and dependents (partially subsidized), Dental, Vision, Life Insurance (100% paid for by employer)
- 401(k) retirement plan with 3.5% employer match
- Mileage reimbursement and personal cell phone use stipend
- Generous time-off policy: 16-18 company-recognized holidays, 20-25 PTO/Sick days a year, Summer Fridays (½ days over summer break), Wellness Mornings (½ day on the first Friday of each month)
- Hybrid schedule based in Houston with two days per week in the office and three days remote, subject to business needs
- Yearly professional development stipend, to be spent as directed by each individual team member.

HOW TO APPLY

Application: All applications will be considered on a rolling basis and applications submitted by September 7 will be preferred. To apply, please submit your cover letter and resume through [this link](#). If you have questions, please contact hr@bridge-year.org.