

Senior Director of Social Enterprise

SAGE

Remote (East Coast Preferred)

Salary: \$100,000 - \$135,000

BACKGROUND

The Organization

SAGE is the world's largest and oldest organization dedicated to improving the lives of lesbian, gay, bisexual, and transgender (LGBTQ+) older adults. Founded in 1978 and headquartered in New York City, SAGE is a national organization that offers supportive services and consumer resources for LGBTQ+ older adults and their caregivers, advocates for public policy changes that address the needs of LGBTQ+ older people, and provides cultural competency training for aging providers and LGBTQ+ organizations, largely through its National Resource Center on LGBTQ+ Aging and its growing social enterprise SAGECare. For more information about SAGE, please go to <https://www.sageusa.org/>.

The Position

SAGEVenture is SAGE's newly launched social enterprise division—an incubator for innovative products and services that focus on LGBTQ+ older adults and build sustainable funding models. SAGEVenture has a growing portfolio, including launching a new healthcare product, expanding its cornerstone SAGECare product, providing culturally competent training for providers, and exploring additional ventures that advance its mission and purpose.

The Senior Director of Social Enterprise's primary responsibility will be to research, develop, and pilot new ventures while growing current products, including SAGECare, SAGE's LGBTQ+ aging cultural competency training and consulting program. Candidates should be excited about the challenges of a fast-paced start-up environment and growing within an experienced non-profit.

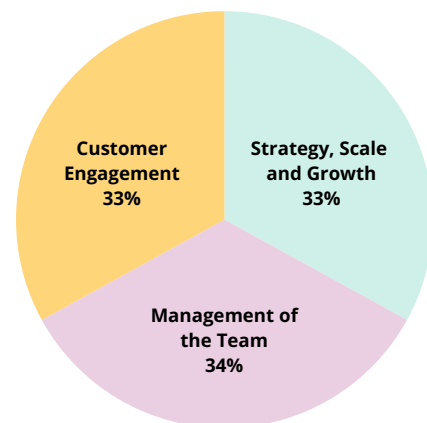
Immediate Position Priorities

- Growing SAGECare, customer base, operationalizing it for scale to \$1.2m and 200+ customers.
- Deploy updates to how to sell the product.
- Grow and manage the staff team.
- Be the face in the field and represent SAGEVenture and SAGECare
- Be part of the team to be responsible for growing SAGEVenture overall

ROLE OVERVIEW

Overall Responsibilities

- The Senior Director will take on strategic responsibilities across multiple ventures and initiatives and actively support business development in the U.S. and internationally.
- Effectively communicate opportunities to the Executive Director and leadership, outlining strengths and risks through presentations and memos.
- Analyze consumer business trends to identify and drive business development engagement with key sectors proactively.



Overall Responsibilities (cont.)

- In collaboration with the Executive Director and finance, maintain and operate within venture budgets, including hiring plans to achieve operational and revenue goals.
- Collaborate closely with cross-functional teams, including development, marketing, data national initiatives, and finance, to integrate SAGEVenture’s efforts into the overall organizational strategies and initiatives.
- Prepare key documents, presentations and memos for multiple internal and external stakeholders
- Lead and direct all aspects of SAGECare, including:
- Oversight of SAGECare from client acquisition to training and revenue goals. This includes overseeing marketing and outreach, customer service and management, training delivery, data collection and operations, CRM, budgeting, invoicing, etc.
- Drive growth for SAGECare in the U.S. and internationally; continue to scale presence in the U.S. while acquiring early customers in Canada and the U.K.
- Develop a strategy for SAGECare that grows the brand and positions it for long-term growth.
- Develop in-depth knowledge of the market, customers, and competitive landscape
- Provide strategic guidance and input on revenue-generating activities, pricing strategies, and partnership opportunities that drive sustainable growth and impact.
- Directly manage high-level clients/engagements and final oversight on the execution of all complex, multi-site training projects and national contract fulfillment
- Partner with teams across the organization to understand the sector’s needs, shape future products, and acquire customers.
- Provide monthly reports to the Executive Director on marketing performance, revenue goals, and sales strategy; utilize data analytics to forecast sales trends and identify areas for improvement.
- Manage a growing SAGECare team (currently 4 FTEs) and directly supervise the Director of Training & Instructional Design and the Business Development Manager.

Key Facts		
SAGECare Revenue	# of Direct Reports	Current Customer Size
Just under \$1M	4	100+

THE IDEAL CANDIDATE

The ideal candidate for the Senior Director possesses the following competencies:

Builds Effective Teams	Strategic Mindset	Cultivates Innovation
Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.	Seeing ahead to future possibilities and translating them into breakthrough strategies.	Creating new and better ways for the organization to be successful.
Financial Acumen	Demonstrates Self-Awareness	Decision Quality
Interpreting and applying understanding of key financial indicators to make better decisions.	Using a combination of feedback and reflection to gain insight into personal strengths and weaknesses.	Making good and timely decisions that keep the organization moving forward.

Additional Qualifications

- Proven understanding in business development experience in healthcare, product, training, or related field required, with some years at the senior leader level.
- Comfortable with ambiguity, driving clarity for customer needs, and scaling products and ventures.
- Experience in business development, including shaping processes, directing new business strategies, and developing sharp, tailored proposals.
- Excellent project management skills with the ability to prioritize work streams and track progress across multiple projects.
- A proven record of building and substantially growing a social enterprise program, responsibility for revenue, and experience with customer pipelines and partnership opportunities across multiple business lines.
- Demonstrated commitment to SAGE's organizational values, including diversity, equity, and inclusion.
- Commitment to LGBTQ+ and aging issues.

WHO WE ARE

Work Environment

SAGE's schedule is Monday- Friday, 9:30 am – 5: 30 pm Eastern time. The role is remote, but SAGE would strongly prefer candidates living in New York or New Jersey to have access to our HQ. Some travel will be required for conferences and based on client needs.

Our Commitment to Diversity, Equity, & Inclusion

SAGE is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, ethnicity, creed, color, religion, sex or gender, sexual orientation, gender identity, gender expression, alienage or national origin, ancestry, age, citizenship status, marital or family status, family medical history or genetic information, veteran status, HIV serostatus, military or military discharge status, height, weight, disability or handicap, domestic violence victim status, employment status, socioeconomic status, criminal history or arrest record, sexual or other reproductive health decisions, natural hair or hairstyle, or any other status or characteristic protected by applicable federal, state, or local laws. SAGE is dedicated to this policy, with respect to all matters concerning employment.

COMPENSATION AND BENEFITS

Salary

\$100,000- \$135,000

Benefits

- Medical
- Dental
- 401k and Company match
- Vision
- PTO including Vacation, Sick, and Personal Days
- Life Insurance
- FSA/HRA/Dependent Care

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by the middle of September.

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[Submit an application](#)