

JOB TITLE: Senior Director, Skilled Trades Academy

DEPARTMENT: Programs

REPORTS TO: Executive Director, Programs

EMPLOYMENT TYPE: FTE

LOCATION: Position is full-time (40 hours M-F) and remote. Must reside in the U.S. or U.S. Territories

ABOUT US:

Hiring Our Heroes (HOH) connects the military community—service members, military spouses, and veterans—with American businesses to create economic opportunity and a strong and diversified workforce. HOH is a workforce development initiative of the 501c3 arm of the U.S. Chamber of Commerce, the U.S. Chamber of Commerce Foundation.

JOB SUMMARY:

Lead expansion of HOH's Skilled Trades Academy - connecting the military community to career growth and economic opportunity while bridging the gap in the skilled trades workforce. Build and scale a talent pipeline model into high-demand trades. Develop strategy, partnerships, and funding pipelines that lead to strong impact and sustained growth.

KEY RESPONSIBILITIES:

- Build/steward partnerships with employers, apprenticeship sponsors (union and non-union), industry associations, workforce boards, state/regional agencies, community colleges/CTE providers, and military installations.
- Set strategy to quickly scale program, modifying to meet market demand; expanding sites/modalities, industries (in-person, hybrid, virtual).
- Architect pathways from training/education to employment, ensuring operational excellence, SkillBridge alignment, and data-driven performance.
- Identify and secure new sponsor relationships and funding opportunities while expanding on current relationships.
- Foster mission-driven professional development, effective communication, and accountability on a rapidly growing team.
- Act as thought leader and subject matter expert, briefing partners, funders, and stakeholders.

BASIC QUALIFICATIONS:

- 10+ years skilled trades or closely related workforce development experience with proven success scaling workforce/apprenticeship, credentialing, or sector-based training programs.
- Expertise in employer-aligned pipeline design and competency frameworks with demonstrated outcomes; strong familiarity with SkillBridge and military-connected talent.
- Track record of operational/financial acumen: revenue growth, funds development, strategic planning, budgeting, and forecasting.
- Exceptionally skilled communicator and relationship builder.

PREFERRED QUALIFICATIONS:

- Corporate, Nonprofit and/or social impact experience at the director level or above.
- Advanced degree in public administration, workforce, business, education, or related field.
- Relevant industry experience strongly preferred; equivalent practical experience will be considered

COMPENSATION:

The Senior Director, Skilled Trades Academy is employed by Markham LLC, assigned to Hiring Our Heroes. The salary range for this role is \$130,000-150,000. Starting salary is determined by experience, scope of responsibilities, and market location.

LOCATION:

This is a 100% remote work role with travel up to 25%. Must reside in the U.S. or U.S. Territories.

Applicants may reside in the following states: AL, AR, AZ, CA, CT, DC, FL, GA, HI, IL, IN, KS, KY, LA, MA, MD, MS, MO, NC, NV, NJ, OH, OR, PA, RI, SC, TN, TX, UT, VA, WV, and WA.

BENEFITS:

- Paid Leave: Employees may accrue between 5 to 10 hours of PTO (Paid Time Off) per pay period, based on their years of service.
- Sick leave: Employee is allocated (80) hours per year or (3.33) hours per pay period.
- Paid holidays: Employee will receive nine (9) paid holidays through the calendar year.
- Medical insurance: Employer pays medical premium.
- Dental and Vision insurance: Employee pays premium.
- 401k contributions with up to 3% employer contribution.

We recruit, employ, train, compensate, and promote without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, status as a protected veteran, genetic information, or any other characteristic protected by

federal, state, or local law. Our talent acquisition and employment policies are inclusive. We respect both the spirit and letter of the laws of equal employment opportunity.