



NON-FERROUS FOUNDERS' SOCIETY

6128 Beckley Drive North, #1034 - Battle Creek, Michigan 49091

Talent Pipeline Program (TPP) Network Coach

Non-Ferrous Founders' Society (NFFS)

Full-Time | Remote (Home-Based) | Up to 30% Travel

Reports to: NFFS TPP Flag Lead / Director of Workforce Development

This Role Is For You If...

You are someone who takes pride in helping employers succeed, believes strong workforce systems are built through relationships and accountability, and wants your work to matter beyond a single organization.

You understand manufacturing culture, whether from the shop floor, workforce development, operations, or leadership. You are comfortable working directly with employers, asking the right questions, following through, and holding people accountable to commitments. You enjoy coaching more than commanding and believe progress happens when employers are supported, challenged, and equipped with the right tools.

If you are energized by mission-driven work that supports U.S. manufacturing and national defense, this role was built for you.

About NFFS

The Non-Ferrous Founders' Society is a national 501(c)(6) trade association representing the non-ferrous metalcasting industry. NFFS advances the manufacturing, recycling, and use of non-ferrous castings while delivering programs, partnerships, and advocacy that strengthen member competitiveness and the U.S. industrial base.

Through workforce initiatives such as the Navy Talent Pipeline Program, NFFS plays a critical role in helping foundries build sustainable talent pipelines, improve workforce systems, and retain skilled workers essential to casting, forging, and machining supply chains.

Position Overview

NFFS is seeking one or more highly motivated professionals to serve as a TPP Network Coach, supporting the association's participation as a cohort within the Frontier Flag of the Navy Talent Pipeline Program.

As a Network Coach, you will serve as the primary point of contact for assigned NFFS member foundries participating in TPP. You will guide employers through implementation, help them strengthen Talent Acquisition and Retention systems, track progress, and ensure measurable outcomes.

This is not a compliance role. It is a coaching, relationship-driven, results-focused position where your ability to engage employers, build trust, and drive action will directly determine success.

This is a full-time, direct-hire position that is remote and home-based, with up to 30 percent travel to support on-site employer engagement and NFFS and TPP events.



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What You Will Do

Be the Trusted Partner for Employers

- Serve as the single point of contact for assigned NFFS employer partners participating in TPP.
- Build strong, trust-based relationships with foundry leadership and workforce teams.
- Act as a coach, guide, and accountability partner for employers navigating workforce challenges.
- Initiate and manage the TPP help chain when employers need technical, workforce, or program support.

Coach Employers Through Implementation

- Guide employers through TPP tools, frameworks, and milestones.
- Support the implementation of Talent Acquisition and Retention tools and best practices aligned with TPP standards.
- Conduct monthly employer engagement meetings to review progress, identify barriers, and adjust action plans.
- Help employers clearly understand what right looks like and how to achieve it.

Track Progress and Drive Results

- Track employer progress against defined milestones and scorecards.
- Maintain accurate documentation and reporting for assigned network partners.
- Provide regular updates to the TPP Flag Lead and NFFS Workforce Development leadership.
- Support After-Action Reviews following key TPP events or milestones.

Engage in the Field

- Coordinate and participate in on-site employer visits, assessments, and working sessions.
- Support logistics and execution of networking events, convenings, and TPP-related meetings.
- Represent NFFS professionally at industry, workforce, and defense-related events as needed.

Collaborate and Improve the System

- Work closely with Flag Leads, fellow Network Coaches, and NFFS staff to share insights and best practices.
- Contribute to continuous improvement of NFFS workforce programs and tools.
- Support collaboration across education, workforce, industry, and government partners.

The Ideal Candidate

You will thrive in this role if you:

- Take pride in helping others succeed and leading through service.
- Hold yourself and your employer network accountable for results.
- Are comfortable operating in manufacturing environments and speaking credibly with both frontline and leadership teams.
- Are energized by mission-driven work that supports U.S. manufacturing and national defense.
- Work well independently while staying connected and responsive within a remote, collaborative team.
- Value structure, follow-through, and measurable outcomes.



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Qualifications

Required

- Strong written and verbal communication skills, including confidence in facilitation and public speaking.
- Ability to manage multiple employer relationships and projects simultaneously.
- Comfort working independently in a remote, home-based environment.
- Willingness to travel up to 30% for site visits and events.

Preferred

- Prior experience in workforce development, project management, or manufacturing leadership.
- Basic understanding of metal casting, forging, machining, or related manufacturing processes.
- Experience working with employers on talent, training, or operational improvement initiatives.
- Familiarity with the Talent Pipeline Program or similar employer-led workforce models.
- Experience working with or for a 501(c)(6) trade association, industry consortium, or public-private partnership.

Benefits and Compensation

- Competitive salary based on experience and qualifications.
- Flexible, home-based work schedule within a fully virtual office environment.
- Employer-paid health insurance.
- Two weeks paid vacation, increasing with tenure.
- Ten paid holidays per year.
- 401(k) retirement program with annual employer contributions.
- Significant professional development opportunities.
- A stable, mission-driven work environment with an experienced leadership team.

Why Join NFFS

By joining NFFS, you become part of an organization supporting an industry that is essential to the U.S. economy, national security, and the defense industrial base. As a TPP Network Coach, your work will have a direct and measurable impact on foundries, workers, and the future of American manufacturing.

How to Apply

Upload a cover letter and an updated resume with accurate contact information at <https://www.nffs.org/nffs-tpp-network-coach-application> by Monday, February 2, 2026. Please include any prior experience or exposure to the Talent Pipeline Program in your application.

Shortlisted candidates will be contacted for an initial interview within two weeks of the submission deadline.

NFFS is committed to fostering a diverse and inclusive work environment and encourages applicants from all backgrounds to apply.