DATADOG Careers

DEI Training Manager

New York, New York, USA

Datadog is looking for a DEI Training Manager to design, deliver, and drive impact through learning programs that advance the company's performance and strengthen our culture. This role is critical to the execution and expansion of organization-wide learning initiatives as we rapidly scale.

You will have the opportunity to make a big impact at Datadog by building out global training programs that support our DEI (diversity, equity, and inclusion) business goals. You will help unlock the potential of current and future Datadogs by empowering them to upskill through connection, discussion, and practice in a variety of learning environments (e.g., live collaborative workshops, individual coaching, etc.). Critical focuses of this role include instructional design, live in-person and virtual facilitation, and measurement of outcomes to ensure program success. This role will also involve partnering with stakeholders across the business and within the People team to design and evaluate the effectiveness of our programming. In addition to your primary DEI focus, there will be additional opportunities to facilitate manager development content and general L&D workshops to all employees.

The successful candidate will be able to hit the ground running by quickly building relationships with stakeholders at all levels, gaining an understanding of the unique characteristics of our people and culture, and beginning to design and build new DEI workshop offerings that will become available to our team in 2023. Additionally, they will learn and confidently facilitate existing workshop content on topics like manager development and other topics. This person will own large scale projects from conception and ensure our programs result in measurable employee behavior change.

At Datadog, we place value in our office culture - the relationships and collaboration it builds and the creativity it brings to the table. We operate as a hybrid workplace to ensure our Datadogs can create a work-life harmony that best fits them.

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Develop and deliver innovative, interactive, and high-quality DEI learning experiences from the ground up working with our internal DEI leadership and team

- Collaborate with leaders and SMEs across the business to define our DEI learning objectives and design content and programming that meets those goals
- Facilitate instructor-led workshops and other live learning moments that drive lasting behavior change for employees across all geographies, departments, and levels (up to C-Suite executives) up to 75% of the time
- Run each session with clarity, credibility, captivation, curiosity, and calmness
- Partner with key stakeholders and leadership to measure the real business impact of our DEI programs and ensure their success. Improve the design and/or content of our offerings as necessary
- Contribute to other programs such as manager development and all staff learning events that help us recruit, develop, and retain top talent

Who You Are:

- 8+ years professional experience in L&D, Talent Development, or a related field, with at least 5+ years facilitating instructor-led workshops to employees at all levels (including senior leadership populations of VPs+)
- Experience developing and designing effective DEI training programs for global populations. Bonus: Experience building or facilitating people management content
- Exceptional facilitation and communication skills that are equally effective in in-person and virtual learning environments
- Demonstrated ability to build credibility and relationships with individuals across all levels, departments, and geographies
- Demonstrated ability to influence change and drive measurable impact from training
- Ability to regularly travel to different offices, both domestic and international, to facilitate in-person workshops. Availability to facilitate periodic virtual sessions

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- Ability to work from our New York City office at least 3 days per week

Datadog values people from all walks of life. We understand not everyone will meet all the above qualifications on day one. That's okay. If you're passionate about technology and want to grow your skills, we encourage you to apply.

Benefits & Growth:

- Generous and competitive Benefits

- New hire stock equity (RSUs) and employee stock purchase plan (ESPP)

- Continuous career development opportunities

- Product training to develop understanding of our product and space

- Best in breed onboarding

- Internal mentor and buddy program cross-departmentally

- Friendly and inclusive workplace culture

Benefits and Growth listed above may vary based on the country of your employment and the nature of your employment with Datadog.

The reasonably estimated salary for this role at Datadog ranges from $137,000 - $150,000, plus a competitive equity package, and may include variable compensation. Actual compensation is based on factors such as the candidate's skills, qualifications, and experience. In addition, Datadog offers a wide range of best in class, comprehensive and inclusive employee benefits for this role including healthcare, dental, parental planning, and mental health benefits, a 401(k) plan and match, paid time off, fitness reimbursements, and a discounted employee stock purchase plan.

#LI-MG2

About Datadog:

Datadog (NASDAQ: DDOG) is a global SaaS business, delivering a rare combination of growth and profitability. We are on a mission to break down silos and solve complexity in the cloud age by enabling digital transformation, cloud migration, and infrastructure monitoring of our

DATADOG Careers

professional development, diversity of thought, innovation, and work excellence to empower continuous growth. Join the pack and become part of a collaborative, pragmatic, and thoughtful people-first community where we solve tough problems, take smart risks, and celebrate one another. Learn more about #DatadogLife on Instagram, LinkedIn and Datadog Learning Center.

Equal Opportunity at Datadog:

Datadog is an Affirmative Action and Equal Opportunity Employer and is proud to offer equal employment opportunity to everyone regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, veteran status, and more. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements.

Your Privacy:

Any information you submit to Datadog as part of your application will be processed in accordance with Datadog's Applicant and Candidate Privacy Notice.

DATADOG Careers

Apply for this Job

[*] Required

First Name [*]

Last Name [*]

Email [*]

Phone

Resume/CV   Attach

or enter manually
(File types: pdf, doc, docx, txt, rtf)

Cover Letter   Attach

or enter manually
(File types: pdf, doc, docx, txt, rtf)

LinkedIn Profile

Website

How did you hear about this opportunity? [*]

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Are you legally authorized to work in the United States? *

-- ⌄

Will you now or in the future require sponsorship for employment visa status (e.g.

H-1B visa status)? *

-- ⌄

Your information will be processed in accordance with our Applicant and Candidate
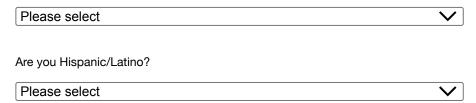
Privacy Policy. *

Read our Applicant and Candidate Privacy Policy.

Please select ⌄

Voluntary Self-Identification

For government reporting purposes, we ask candidates to respond to the below self-identification survey. Completion of the form is entirely **voluntary**. Whatever your decision, it will not be considered in the hiring process or thereafter. Any information that you do provide will be recorded and maintained in a confidential file.

As set forth in Datadog's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

Gender

Please select ⌄

Are you Hispanic/Latino?

Please select ⌄

Race & Ethnicity Definitions

If you believe you belong to any of the categories of protected veterans listed below, please indicate by making the appropriate selection. As a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. Classification of protected categories is as follows:

A "disabled veteran" is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

DATADOG Careers

An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran Status

Please select ⌄

Form CC-305
OMB Control Number 1250-0005
Expires 05/31/2023

Voluntary Self-Identification of Disability

Why are you being asked to complete this form?

We are a federal contractor or subcontractor required by law to provide equal employment opportunity to qualified people with disabilities. We are also required to measure our progress toward having at least 7% of our workforce be individuals with disabilities. To do this, we must ask applicants and employees if they have a disability or have ever had a disability. Because a person may become disabled at any time, we ask all of our employees to update their information at least every five years.

Identifying yourself as an individual with a disability is voluntary, and we hope that you will choose to do so. Your answer will be maintained confidentially and not be seen by selecting officials or anyone else involved in making personnel decisions. Completing the form will not negatively impact you in any way, regardless of whether you have self-identified in the past. For more information about this form or the equal employment obligations of federal contractors under Section 503 of the Rehabilitation Act, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Autism
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS
- Blind or low vision
- Cancer
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or hard of hearing
- Depression or anxiety
- Diabetes

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- Intellectual disability
- Missing limbs or partially missing limbs
- Nervous system condition for example, migraine headaches, Parkinson's disease, or Multiple sclerosis (MS)
- Psychiatric condition, for example, bipolar disorder, schizophrenia, PTSD, or major depression

Disability Status

| Please select   ⌄ |

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Submit Application

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FREE TRIAL

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Product

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Container Monitoring	Real User Monitoring
NPM	Synthetic Monitoring
NDM	Session Replay
Serverless	Cloud Security Management
Cloud Cost Management	Cloud SIEM
Log Management	Application Security Management
Sensitive Data Scanner	Dashboards
APM	Watchdog
Error Tracking	Alerts
Continuous Profiler	Incident Management
Database Monitoring	Integrations
CI Visibility	API

Pricing	Knowledge Center
Documentation	Learning Resources
Support	

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