




Director, Culture, Diversity, Equity, and Inclusion Partner - Sam's Club

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 Bentonville, AR

 Full time

 Posted 30+ Days Ago

 R-1266053

[Position Summary...](#)

[What you'll do...](#)

Position Description

Director, Culture, Diversity, Equity, and Inclusion Partner - This is an exciting opportunity supporting all of Sam's Club CDEI strategy, design and implementation.

You'll sweep us off our feet if...

- **Strategy:** You are a leader in Culture, Diversity, Equity & Inclusion work and understand how to build and align CDEI strategies with business priorities
- **Data:** You have experience using data to generate insights and identify root causes, building short and long-term plans and drive meaningful action
- **Expertise:** You proactively monitor best practices and internal/external DEI trends and translate those into practical and actionable solutions

- **Relationships:** You understand how to build a broad network of productive working relationships that inspire change and help seamlessly integrate DEI into programs and processes
- **Innovator:** You are a creative problem-solver that can bring innovative solutions to drive change in a large, global matrixed organization
- **Risk:** You can proactively identify potential risk, anticipate bottlenecks and can make tradeoffs to balance risk, goals and business needs, partnering with legal

You'll make an impact by...

- **Building a more inclusive workplace** by establishing strategies around inclusive outreach; helping to coordinate information for the Board and subcommittees, and diversity committees across the business to ensure all work fits under the overall strategy for CDEI; and collaborating with business units to design consistent hiring, retention, and promotion strategies as they relate to diversity initiatives.
- **Driving the Culture, Diversity, Equity and Inclusion (CDEI) strategy** for respective business segment in partnership with CDEI business function, Chief People Officer, Segment People Partners and People Specialists by creating a plan to increase the diversity, equity and inclusion focused on driving continued progress on a foundation of Walmart values; developing key performance indicators and metrics to ensure commitment and accountability; leveraging data and analytics to generate insights and make informed decisions; ensuring alignment of CDEI programs with Walmart's overarching strategy; supporting innovation and taking calibrated risks to advance the overall strategy; and collaborating with internal partners to communicate key results and successes.
- **Driving special company initiatives** by partnering on strategy and liaising with core business functions, which could include but not limited to Strategy Teams, Talent Team Learning Team, Walmart.org DEI initiatives, The Center for Racial Equity at Walmart.org, Constituent Relations, Academies, Supplier Diversity, Culture Policies, Mentoring Initiatives, virtual RACE Ahead series, CDEI strategy, External benchmarking & relationships, global engagement; Associate Resource Group (ARG) program and communities, finding ways to meaningfully engage with ARG leaders to understand key issues of each constituency; and creating cross-functional programs, leveraging unique expertise and, where appropriate, creating intentional integration points to inform the mission and priorities of the enterprise.
- **Contributing to building and developing diverse high performing teams within CDEI and associated teams** by developing strategies to increase the growth, representation, and retention of Women, People of Color (POC) and other underrepresented groups globally; using data driven insights, benchmarking peer organization strategies; and developing programs, curricula, and events by engaging key stakeholders in the development, execution, and evaluation of appropriate business plans and initiatives, and, supporting associate efforts in these areas.
- **Providing overall direction** by analyzing business objectives and customer needs; developing, communicating, building support for, and implementing business strategies, plans, and practices; analyzing costs and forecasts and incorporating them into business plans; determining and supporting resource requirements; evaluating operational processes; measuring outcomes to ensure desired results; identifying and capitalizing on improvement opportunities; promoting a customer environment; and demonstrating adaptability and sponsoring continuous learning.
- **Developing and implementing strategies to attract and maintain a highly skilled and engaged workforce** by diagnosing capability gaps; recruiting, selecting, and developing talent; supporting

mentorship, workforce development, and succession planning; and leveraging the capabilities of new and existing talent.

- **Cultivating an environment where associates respect and adhere to company standards of integrity and ethics** by integrating these values into all programs and practices; developing consequences for violations or non-compliance; and supporting the Open Door Policy.
- **Developing and leveraging internal and external partnerships and networks** to maximize the achievement of business goals by sponsoring and leading key community outreach and involvement initiatives; engaging key stakeholders in the development, execution, and evaluation of appropriate business plans and initiatives; and supporting associate efforts in these areas.

Minimum Qualifications

- Bachelor's degree in Human Resources, Business, or related field and 5 years' experience in human resources, talent development, organizational development, or a related field OR 7 years' experience in human resources, talent development, organizational development, or a related field
- 2 years of supervisory experience

The above information has been designed to indicate the general nature and level of work performed in the role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. The full Job Description can be made available as part of the hiring process.

Benefits & Perks

Beyond competitive pay, you can receive incentive awards for your performance. Other great perks include 401(k) match, stock purchase plan, paid maternity and parental leave, PTO, multiple health plans, and much more.

Equal Opportunity Employer

Walmart, Inc. is an Equal Opportunity Employer – By Choice. We believe we are best equipped to help our associates, customers and the communities we serve live better when we really know them. That means understanding, respecting and valuing diversity- unique styles, experiences, identities, ideas and opinions – while being inclusive of all people.

About Northwest Arkansas

Walmart's global headquarters are in Northwest Arkansas, ranked consistently in the top 5 best places to live in the country with the fastest growing economy through 2021! The area has transformed from a small town to a center of higher education, culture, commerce and entrepreneurialism. Nestled in the Ozark Mountains, NW Arkansas attracts outdoorsy types with its abundance of state parks, acres of community green space, playgrounds, parks and walking trails. The metro area also boasts a first-class performing arts center, an active local food movement, live music venues and a dynamic festival scene. Join a fast-growing and evolving environment of arts and culture!

- [NWA Location Video](#)

- [Bentonville Restaurant Guide - Food Network](#)
- [Visit Bentonville](#)
- [NWA Council Regions Rankings](#)
- [Walmart New Home Office - Corp Walmart](#)

Minimum Qualifications...

Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications.

Option 1: Bachelor's degree in Human Resources, Business, or related field and 5 years' experience in human resources, talent development, organizational development, or a related field.

Option 2: 7 years' experience in human resources, talent development, organizational development, or a related field.

2 years of supervisory experience.

Preferred Qualifications...

Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications.

Building and Implementing Strategy

Masters: Business Administration, Masters: Human Resources, Masters: Management, Masters: Organization Development

Primary Location...


508 SW 8TH ST, BENTONVILLE, AR 72712, United States of America

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About Us



About Walmart:

Fifty years ago, Sam Walton started a single mom-and-pop shop and transformed it into the world's biggest retailer. Since those founding days, one thing has remained consistent: our commitment to helping our customers save money so they can live better. Today, we're reinventing the shopping experience and our

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