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OUR COVID-19 RESPONSE ([HTTPS://TEACHFORALL.ORG/DONTSTOPLEARNING](https://teachforall.org/dontstoplearning))

NETWORK TEACHERS & ALUMNI ([/NETWORK-TEACHERS-ALUMNI](/network-teachers-alumni))

Director, Diversity, Equity, Inclusion and Organizational Development

at Teach For All ([View all jobs](#))

Remote locations: Australia, Belgium, Canada, Chile, Colombia, Ecuador, Ghana, Hong Kong, India, Kenya, Malawi, Malaysia, New Zealand, Peru, Philippines, Singapore, South Africa, Spain, Thailand, Tunisia, United Arab Emirates, United Kingdom, USA

Position Summary

Teach For All is seeking a leader who will implement our Diversity, Equity and Inclusion and Organizational Development work. This Director will build deep relationships across our global organization to ensure diversity, equity and inclusion (DEI) is embedded into our ways of working and culture. We seek to grow our staff's consciousness and abilities to work across different cultures through coaching and developing trainings and resources that focus on self-awareness, understanding of others, understanding of histories and systemic issues.

Teach For All has over 140 staff members located in 25 countries across the Americas, Africa, Asia Pacific, Europe and Middle East representing 45 nationalities. Within our organization, 58% of staff have non-US/UK citizenship, 57% of staff identify as people of the global majority, and 39% of staff identify as having experienced the inequities we are working to address.

Teach For All's Diversity & Inclusion (D&I) Core Value states, *"We seek to ensure full participation of people from all cultures and backgrounds, and we believe those who have themselves experienced the inequities we're working to address should guide and lead this work."* We strive to be a place where diversity of experience, identity, thought, mindset and skill set are fully valued and where all staff feel welcomed.

This role sits on the greater People Organisation & Culture (POC) team. The POC team is a global team of 7 staff members where we focus on organizational development, global talent acquisition, onboarding and diversity, equity and inclusion.

Responsibilities

Implement Global Organization's Diversity, Equity and Inclusion (DEI) Strategies - 60%

- Work closely with key stakeholders including the POC team, Head of Organizational Development, the Knowledge Lead for Diversity, Equity and Inclusion on Network Learning team, and our CEO to drive and implement our diversity, equity and inclusion strategy that's aligned with our mission and organizational needs and ensuring our day-to-day work and operations



reflects our core values

- Design, facilitate and deliver resources (videos, written documents, Powerpoints, Prezi, etc), one-on-one engagements and trainings to increase cultural competency, grow staff's consciousness and mindsets to work cross-regionally with colleagues and stakeholders and build understanding of historical and systemic inequities across different regions
- Advise, coach, thought partner and collaborate with our POC team, Head of organization development, CEO, heads of teams, managers and staff to develop a diverse and inclusive global organization through strategy, process and implementation of DEI practices
- Collaborate with heads of teams to set DEI strategies for their teams
- Partner with other members of the POC team to ensure inclusive practices and policies across Teach For All, such as with talent acquisition, onboarding, management, and organizational development
- Coach and thought partner with staff members to engage with different DEI topics (ie staff affinity/resource groups, book clubs, article discussions, calls with internal and external stakeholders)
- Innovate DEI area of work by researching and learning DEI practices around the world (for example, restorative practices, ways to de-center white dominant ways of working)
- Diagnose challenging and complex DEI situations, develop solutions and implement ideas
- Manage staff surveys by collecting, analyzing and presenting on trends to inform team performance against measures of success and improve existing practices

Resource Design & Knowledge Management - 40%

- Design high quality engagements, resources and training utilizing different channels, including e-learning platforms
- Identify and compile DEI learning and work happening across different teams and regions within the global organization and beyond to ensure others can learn from, access and apply them to their own context
- Collaborate with other teams to expand and improve our existing DEI content on the knowledge sharing platform
- Communicate and publicize resources and learning opportunities to staff through various channels, including Slack

Preferred Experiences

- 5-7 years of work experience in diversity, equity, inclusion (DEI) and belonging work and/or leadership development
- Experience designing and facilitating virtual trainings/learning experiences on topics related to DEI and/or leadership development
- Experience in coaching others to build knowledge, skills, and mindsets related to diversity, equity, inclusion and belonging
- Experience working in a complex and evidence-oriented social change organization/nonprofit/foundation or social sector management consultancy
- Experience working with ambiguity and in an entrepreneurial, fast-paced, and results-oriented culture, including willingness to operate outside of your formal role to ensure the success of the broader organization

Teach For All is an equal opportunity employer. Fluency in English required; additional language strongly preferred

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(/privacy-policy) Deep understanding of Teach For All's vision and core values to inspire staff towards this work

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- Exceptional self-awareness - seeks to better understand the many layers of one's own "cultural" self (norms, values, beliefs and unconscious biases) and seeks to understand one's own intersectional identities, socio-political history and reality
- Exceptional understanding of others - seeks deep understanding of the identities, experiences perceptions, values, beliefs, behaviors and practices of people from different cultural communities
- Strong understanding of system issues - seeks to understand the dynamics of power, privilege and oppression through socio-political histories and realities within systems and on a personal level
- Strong consciousness development - seeks to develop capability to shift cultural perspective and bridge behavior
- Exceptional relationship building skills, including the ability to build rapport and engage effectively with diverse individuals and teams across a wide range of culture contexts, both remotely online and in-person
- Strong skill in execution and managing projects to completion without having a direct management relationship and working with informal authority
- Commitment to personal learning and development, openness to feedback, and ability to give feedback with generosity and humility
- Ability to reprioritize and respond to changing conditions and opportunities across the network while maintaining momentum on various projects
- Adaptability and flexibility to work collaboratively with colleagues across the world, including a significant volume of virtual engagement (i.e., video conference calls, e-mail, social media, virtual collaboration tools) and meetings and calls during non-traditional working hours
- Exemplification of Teach For All's core values
- Good to have: awareness about restorative practices, impact of trauma on systems and organizations, and other more progressive concepts

Compensation

Salary for this position is competitive and dependent on country of hire, prior work experience and includes a comprehensive benefits package.

Work Authorization

Candidates for this position must possess local work authorization in order to be considered.

Travel and Hours

Travel possible when it is safe to do so and in accordance with local travel guidelines. Given that we work across different time zones, some non-traditional hours for early or later calls are an expectation of this role.

Apply now

Please submit your resume and a one-page cover letter in English directly online.

About Teach For All

Teach For All is a global network of 60 independent, locally led and governed partner organizations and a global organization committed to developing collective leadership to ensure all children fulfill their potential. Each network partner recruits and develops promising future leaders to teach in their nations' under-resourced schools and communities and, with this foundation, to work with others, inside and outside of education, to ensure all children are able to fulfill their potential. Teach For All's global

organization works to increase the network's impact by capturing and spreading learning, facilitating connections among partners, accessing global resources, and fostering the leadership development of partner staff, teachers, and alumni.

Our Commitment to Diversity and Inclusiveness

We are committed to building a diverse and inclusive organization that inspires individuals of all backgrounds – across nationalities, races, ethnicity, religions, political views, economic backgrounds, sexual orientations, physical disabilities, languages, ages, genders and prior experiences – to bring their full selves to the work of ensuring educational opportunity for all.

In order to maximize our effectiveness in fulfilling Teach For All's mission, we also feel it is important to focus on increasing representation and inclusiveness with respect to two dimensions in particular: we prioritize diversity of geography because this can help us quickly understand and connect with the diverse cultures and geographies of the world. We also prioritize increasing the representation and inclusiveness of team members who themselves have experienced the inequities we're working to address by nature of sharing the background (e.g. economic, racial and ethnic, religious) of the most disadvantaged groups in their countries.

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