

United States Jobs Expertini®

Director, Employer Insights

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Company: Management Leadership For Tomorrow

Location: Bethesda

Category: other-general

About Management Leadership for Tomorrow

Management Leadership for Tomorrow (MLT) is a national non-profit that is advancing racial equity by (1) expanding economic mobility for people of color, (2) developing high-impact diverse leaders, and (3) bringing DEI rigor to employers. We work with thousands of individuals and hundreds of leading employers each year to further our mission. Our solutions for employers span talent recruiting and retention solutions, DEI consulting, racial equity ESG standards and benchmarks, and other areas.

Director, Employer Insights

MLT is seeking a Director of Employer Insights to work across the organization to capture, codify, spread, and help employers put into practice MLT's data- and evidence-based insights regarding what actions employers can take to measurably improve racial equity. The successful candidate will have outstanding creative problem solving and structured communication skills. The individual will be highly entrepreneurial and able to successfully function in a high-paced environment while juggling multiple priorities and working on new initiatives. The individual will also partner with and engage numerous internal MLT stakeholders and external stakeholders and must be a strong communicator, collaborator, and influencer.

What a typical day in this role looks like

Help shape and lead the execution of MLT's Employer Insights agenda, including:

- Defining key questions MLT wants to answer,
- Determining a process for collecting data / evidence to answer those questions,
- Working with relevant internal and external stakeholders to gather data / evidence,
- Analyzing the data / evidence, and
- Shaping MLT's conclusions / insights in collaboration with internal and external subject-matter experts.

Turn MLT's insights into content that can be used for marketing, employer education / content, and MLT employee education including case studies, white papers, presentations, and other media.

Work with MLT's Advisory, Partnerships, Racial Equity at Work, and other employer-facing teams to integrate MLT's insights into their work / employer offerings.

Create plans to maximize the dissemination and application of MLT's insights, including:

- Ensuring that internal MLT individuals and groups are knowledgeable about the latest MLT insights and working with them to integrate the insights into their work
- Collaborating with MLT's marketing team to maximize external exposure to MLT's insights
- Presenting MLT's insights at relevant events and conferences
- Collaborate with and advise various groups / individuals at MLT on how they can contribute to MLT's Employer Insights agenda / improve their data-gathering and insights-generation capabilities.

What you'll bring to the table

7+ years of experience with increasing levels of responsibility, including experience in consulting, research, or communications

Experience turning data-driven analysis into employer / client recommendations

Strong analytical and creative thinking skills; ability to turn data into actionable insights; track record of innovative thinking / “thinking outside the box”

Strong project management skills and ability to manage multiple complex projects simultaneously

Strong communications skills and experience creating client-friendly communications / recommendations in various formats (presentations, written documents, etc)

Understanding of the corporate talent / Diversity, Equity, & Inclusion space

Commitment to MLT’s mission and values

Education/Certification Requirement

Bachelors degree required, Masters degree preferred

MLT is committed to providing a safe and healthy workplace, and to modeling the highest degree of health standards for our Fellows, our Partners, and the communities we serve. We expect all MLT employees and contractors to be fully vaccinated - including the booster regimen - against the coronavirus (Covid 19), in accordance with ADA accommodations. Visitors to MLT’s Bethesda, MD office or remote work sites should also expect to comply with this requirement.

Please apply to a position with MLT only if you are willing and able to prove that you are fully vaccinated against the coronavirus, regardless of work location.

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