

# AVP, Diversity, Equity and Inclusion

Vizient, Inc. ★★★★★ 217 reviews

Remote

Remote

\$156,500 - \$244,400 a year - Full-time

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## Job details

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### Salary

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### Job Type

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## Full Job Description

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When you're the best, we're the best. We instill an environment where employees feel engaged, satisfied and able to contribute their unique skills and talents. We provide extensive opportunities for personal and professional development, building both employee competence and organizational capability to fuel exceptional performance now and in the future.

Summary:

In this role, you will lead the implementation of the enterprise diversity, equity, and inclusion strategy. You also will be responsible for design, measure, and adjust the strategy for effectiveness. You will work with Business leaders to support them in attracting, recruiting, developing, and retaining a diverse workforce where all employees can achieve and contribute to the company's success.

Responsibilities:

- Lead design and implementation of Diversity, Equity & Inclusion strategy, directly overseeing a team of DEI expert
- Ensure enterprise policies, practices and procedures are equitable  
Consult with key stakeholders across the Business to ensure that the employee voice is heard and reflected in strategies that maximize employee engagement
- Provide consultation across organization when designing, embedding, and implementing new Diversity & Inclusion strategies and processes
- Act as thought leader and advisor to the HRBPs, business unit D&I councils, ERGs and leaders; work directly with HRBPs and Talent Management to support strategic planning that will drive an engagement and inclusion strategy that enables diversity
- Identify barriers and develop strategies to remove and mitigate barriers for full inclusion of all demographic groups
- Serve as subject matter expert and partner with Talent Acquisition to drive targeted diversity recruiting initiatives, leveraging industry and internal best practices as appropriate
- Collaborate with the Business and the entire HR eco-system to ensure the alignment and the infusion of the D&I culture in all relevant internal products, process and services

Qualifications:

- Relevant degree preferred; Master's degree desired
- 10 or more years of relevant experience leading DEI in a large organization
- DEI Certification preferred
- Exceptional experience in change management and people skills
- Strategic planning experience required
- Experience analyzing workforce data required