

The MITRE Corporation

Public Job Title

Director, Diversity, Inclusion and Quality of Work Life

Key Functions

Position Summary: Responsible for all activities pertaining to Diversity (D), Inclusion (I) and Quality of Work Life (QWL). Develops and provides strategic guidance on the execution of policies, procedures, action plans and processes for diversity, inclusion and QWL to achieve organizational goals and aspirations. Serves as champion for programs and change efforts related to D, I, & QWL and leverage these efforts to bring value to our employees and our customers/sponsors. This position reports to the VP, Chief Human Resources Officer. Key Responsibilities: • Develop and maintains a strategic D&I plan for the company in partnership with line management that is executable and links to strategy and business plans. Ensure we foster a culture that is inclusive of all dimensions of diversity. • Directs QWL policies and programs designed to enhance and sustain the quality of work life in areas pertaining to work life navigation and employee engagement. Interprets employee trends and develops actionable plans to address any gap working in concert with the MI & HR BP groups. • Direct MITRE efforts for employer- of -choice listings. Provide deep analytics and data driven conclusions from survey data. • Leverage strategic external relationships in D&I & QWL. Be a company evangelist for our Best Place to Work strategy and our efforts in D&I. • Provides best in class education and learning platforms based on organizational need and evolving best practices. • Maintains active involvement across the talent pipeline to ensure full involvement of a diverse workforce.

Desired Education/Experience

- 10 years + experience with demonstrated leadership in diversity initiatives
- Minimum of a Bachelor's Degree (higher level degree preferred)

Required Education/Experience:

Bachelor's, plus 15 years experience, including 5 years of managerial experience or the equivalent in job-relevant work experience

Required Skills:

- Deep experience in partnering across multiple stakeholders and colleagues; works well in a data driven, mission-oriented business
- Strong analytic skills
- And one or more of the listed Desired Skills

Desired Skills

- Excellence in both written and oral communication skills
- Proactive, collaborative, passionate and principled leadership skills

Security Clearance Level

No

Req #: 17592

Website: www.mitre.org

POC: Angie Morris

E-mail: aam@mitre.org