



Position: Diversity, Inclusion, and Training Manager

Organization: SBP – New Orleans

Reports to: Director of Human Resources

About SBP

SBP is an award-winning, innovative nonprofit organization that shrinks the time between disaster and recovery. A leader in volunteer-driven, post-disaster rebuilding; SBP educates, advocates and improves the disaster recovery sector so that we can collectively achieve more for communities. With a growing team of 85+ staff and 240 AmeriCorps members, SBP has rebuilt more than 2,000 homes across 13 states and in the Bahamas, and shared best practices with many more.

SBP's vision is to embrace constant improvement, community-wide collaboration, and clear benchmarks to reduce human suffering caused by the tolls of delay in recovery. By pairing resilience training with recovery operations, we strive to reduce the need for our rebuilding services over time by increasing preparedness among vulnerable communities.

SBP encourages individuals that are hungry for change and eager to innovate to join our team so that we can change the future of disaster recovery together.

Position Summary

The Diversity, Inclusion, and Training Manager will report to the National Director of Human Resources and work in partnership with executive and senior leadership across all SBP departments. This role will manage SBP's Diversity and Inclusion initiatives and oversees the Employee Learning and Development program and training strategies. The Diversity, Inclusion, and Training Manager will work closely with the CEO on D&I initiatives and with the COO on SBP's training programs.

This manager must be passionate about diversity and able to impassion others, be able to persuade, educate where needed, and collaborate with leaders throughout the broader organization, have superior execution and business acumen, and be driven by data and analytics to measure success.

Responsibilities:

- As a change agent, influence the organization on matters of diversity and inclusion; coordination, and strategic planning for the design and implementation of programs in alignment with the company-wide directive to ensure diversity, equity and respect for all employees.
- Work directly with the Recruitment department to inform best practices in sourcing, interviewing, hiring, and orientating new team members.
- Establish and infuse diversity and inclusion excellence as core values throughout all aspects of the employee population, including within business practices.

- Create and implement diversity-oriented programs and initiatives that further SBP's overall diversity and inclusion strategy.
- Promote an inclusive work environment by leveraging inclusion programs to create a greater sense of uniqueness and belonging.
- Create, implement, and manage SBP's training initiatives to include onboarding new team members, new and existing manager development, and enhancing the skills and abilities of SBP team members.
- Utilize a data-oriented approach to drive decisions and measure success.
- As a program manager, this individual will maintain strong collaborative working relationships with key leaders throughout the company and with the Human Resources team.

Qualifications:

- Bachelor's degree required.
- SHRM or HRCI certification preferred.
- At least five to seven years of Diversity & Inclusion, corporate training, and/or Human Resources experience.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- An individual with a high degree of integrity and forethought in their approach, the ability to act in a transparent and consistent manner while always taking into account what is best for the entire organization.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- Project management skills: ability to multitask, problem-solve, prioritize, delegate, and create systems and processes.
- Candidates must have excellent interpersonal skills including but not limited to verbal and written communication, organizational, negotiation, and leadership skills as well as have great attention to detail.
- Solid relationship management skills enhancing internal organizational relations and external community interactions.

[Click Here to Apply](#)

SBP is building a diverse and experienced staff. The organization encourages multiple perspectives and experiences, supports a multicultural environment, and strives to hire and retain a diverse workforce that reflects the populations we work with and the communities where we work. Our hiring and business practices appreciate the strengths offered through different backgrounds.

SBP is an equal opportunity, affirmative action employer and is committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services programs, and activities. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity. It is the policy of SBP not to discriminate against any individual, person, or group on the basis of disability and the intent of SBP to address any complaints that may arise pursuant to Section 504.