



DWC
CONSULTING

Candidate Brief

Job Advertisement

Diversity, Equity and Inclusion (DEI) Advocacy Lead

Full time, permanent

Salary: £45,000 – £55,000

Location: London

Are you passionate about making organisational change happen?

Do you have a passion for driving diversity, Equity and inclusion?

Do you get excited about generating ideas and working with a mix of different teams?

SAGE Publishing is someone who can play a leading role in moving the organisation forward in a meaningful way in relation to their Diversity, Equity and Inclusion (DEI) agenda. An exceptional talent, who feels their passion for DEI, you will play a key role in helping us transform and make impactful change.

You will work with a range of stakeholders across and outside of SAGE and help to build accountability and visibility to ensure targeted improvements in relation to diverse representation, particularly at the management and leadership levels.

At SAGE, we are committed to building an inclusive organisation where all individuals are treated with fairness and respect, regardless of your social and cultural background, and identity. But we know more needs to be done to turn these words into reality. We are looking for people who share these values, as well as a passion for positive change.

If this sounds like a role and a team, you would love please send us your CV and a supporting statement detailing how you meet the criteria outlined in the Role Profile and Person Specification link.

DWC Consulting is managing this recruitment on behalf of Local Space, so please send your completed documents in MS Word format to david.weaver@dwcglobal.co.uk with the role as the subject line. We will acknowledge your application within 24 hours of receipt, so in the event you do not receive this acknowledgement, please let us know so that we can check. Please note that proof of emailing does not mean proof of receipt.

The closing date for applications is Friday 6th May 2022.

If having read all the information, you would like an informal discussion, please contact our retained consultant David Weaver from DWC Consulting on david.weaver@dwcglobal.co.uk or Tel: 07983 592988.

About SAGE publishing

SAGE is a global academic publisher of books, journals, and a growing suite of library products and services.

Driven by the belief that social and behavioural science has the power to improve society, we focus on publishing impactful research, enabling robust research methodology, and producing high quality educational resources that support instructors to prepare the citizens, policymakers, educators, and researchers of the future. We publish more than 1,000 journals and 900 new books globally each year, as well as library resources that include archives, data, case studies, video, and technologies for discovery, access, and engagement.

As a business and as an organisation with an increasingly agile workforce, we're open to flexible working arrangements where appropriate.

About the role

The Diversity, Equity and Inclusion (DEI) Office will consist of an Associate Vice President of Diversity, Equity & Global Belonging, and two Advocacy Leads (UK and US), working closely with our Executive Sponsors of DEI alongside our HR colleagues. As our DEI advocacy lead (UK), you will be responsible for supporting and enabling the company to develop, oversee and implement a comprehensive diversity, equity, and inclusion plan and programme that aligns with SAGE's mission, vision and values as well as our strategic and operational objectives. You will implement interventions to embed SAGE's diversity, equity and inclusion strategy into everyday organisational activity and practice by building on strong internal networks and working with the Associate Vice President of DEI, our DEI Executive Leads, our Governance committees, project teams, and our Employee Resource Groups (ERGs).

Your key responsibilities

- Work with our Organisational Development/Learning & Development team to support execution of our DEI training and education.
- Work with the communications team on raising awareness of the company's diversity and inclusion strategies, internally and externally.
- Contribute as required to reports and updates reflecting the wellbeing of the organisation and capability to achieve its mission and organisational goals.
- Work with local publishing managers in the approaches to increase representation of our diverse community of authors and editors in our publishing.
- Identify and cultivate relationships in the DEI community, the wider SAGE community, and other organisations and causes that focus on promoting and enhancing diversity, equity, and inclusion.

JOB DESCRIPTION

JOB TITLE:	Diversity, Equity, and Inclusion (DEI) Advocacy Lead
DEPARTMENT:	Office of DEI
REPORTS TO:	Associate Vice President of DEI
DIRECT REPORTS:	None

JOB PURPOSE

This Diversity, Equity, and Inclusion (DEI) Advocacy Lead, in conjunction with the AVP, DEI, is responsible for supporting and enabling the company to develop, oversee and implement a comprehensive diversity, equity, and inclusion plan and programme that aligns with SAGE's mission, vision and values as well as our strategic and operational objectives.

KEY ACCOUNTABILITIES

- Contribute to and help to embed SAGE's diversity, equity and inclusion strategy into everyday organizational activity and practice by building on strong internal networks and working with the Associate Vice President of DEI, our DEI Executive Leads, our Governance committees, project teams, and our Employee Resource Groups (ERGs).
- Partner with the DEI Executive Lead as well as key partners across HR to drive accountability and visibility around targeted improvements in diverse representation, particularly at the management and leadership levels.
- Liaise with the Employee Resource Groups as needed, supporting the development and growth of the groups to ensure ongoing, lasting impact.
- Work with our Organizational Development/Learning & Development team to support execution of our DEI training and education.
- Work with the communications team on raising awareness of the company's diversity and inclusion strategies, internally and externally.
- Contribute as required to reports and updates reflecting the wellbeing of the organization and capability to achieve its mission and organizational goals.
- Work with local publishing managers in the approaches to increase representation of our diverse community of authors and editors in our publishing.
- Identify and cultivate relationships in the DEI community, the wider SAGE community, and other organizations and causes that focus on promoting and enhancing diversity, equity, and inclusion.

SKILLS, QUALIFICATIONS & EXPERIENCE

- Strong knowledge of effective practices for diversity and inclusion in the workplace - drawing on a passion for continuous improvement.
- Comfortable with data and able to communicate data intelligently and with insight.
- Curious and interested to learn, adapt, evolve.
- Strong oral and written communication skills.
- Confidence in presenting to an audience.
- Able to demonstrate strong emotional intelligence and easily build rapport.
- Ability to apply the latest research and be evidence-based when developing or delivering a strategy.
- Basic understanding of employment laws that may impact or regulate diversity, Equity, and inclusion-related policies.
- Demonstrated skills facilitating dialogue with and amongst employees to cultivate an environment of inclusiveness, collegiality, shared inquiry, shared responsibility, and collective accomplishment.
- Comfortable operating as part of a highly encouraging distributed team toward shared goals as well as working independently. Ability to work with cross functional teams and able to influence appropriately, high level of professionalism.
- Ability to solve complex problems and contribute to business efforts, projects, or programs.
- Ability to challenge the status quo in a change-oriented fast-paced environment.

ADDITIONAL INFORMATION

This job description is not contractual. To perform this role successfully, you must be able to perform each of the key accountabilities satisfactorily. To meet changes in business operational, procedural, or technical requirements SAGE may add, remove, or amend/change the accountabilities for this role, and you should be aware that this job description is not exhaustive, and you may be asked to undertake reasonable tasks and activities outside those for which you are primarily employed.

SAGE is committed to Diversity, Equity, and Inclusion and are an Equal Opportunities Employer. We value individuality and therefore welcome all qualified applications from a diverse range of candidates.