



ABOUT WORKING AT BRIGHTER STRATEGIES

Brighter Strategies specializes in strategic planning, process improvement and leadership development for socially minded organizations.

Our mission is to help build empowered organizations through the pursuit of best practices and continuous improvement initiatives. We approach each client engagement as a strategic partnership, establishing goals, identifying key stakeholders and getting to work quickly on an effective action plan. We believe our collaborative process is the key to building a financially sustainable organization that fulfills its social mission, without losing or compromising core values.

Our philosophical approach to this work:

- **Collaboration:** We establish professional partnerships with our clients that foster trust and continuous learning.
- **Customization:** We adapt best practice tools and strategies to match our clients' culture, capabilities, and goals.
- **Communication:** We provide fair and honest feedback with respect
- **Client self-sufficiency:** We increase organizational competency, not consultant dependence.

Our team:

Our team is made up of resourceful, innovative professionals — dynamic thought leaders who actively share our vision, want to be a part of a team model, and want to try new ideas that create value for clients and the Brighter Strategies brand. Our consulting team is made up of professionals interested and experienced in organizational development, behavioral sciences, industrial organizational psychology, management theory, leadership development, evaluation, adult learning theories, organizational effectiveness, and systems thinking.

Our internal operational approach is a little non-traditional. We are what you call an adhocracy, which means we have a flexible, adaptable and informal organizational structure that emphasizes individual initiative and self-organization in order to accomplish our collective goals. Our work is primarily done in teams and action/experimentation is rewarded.

We know it sounds weird, but our theory is we hire adults, and so we will treat you like one (and of course we expect you to act like one, too). This means we show up fully in the (virtual) workplace by honoring our commitments and producing high quality work. We work to help one another out and show respect by being kind, honest, and patient with others. We limit our complaining and focus on dealing with problems head on. We practice self-reflection and get comfortable with confrontation. While the list could go on and on, there are a couple guiding principles that guide how we work.

We believe:

- **Relationships Matter:** Each of us is an individual who brings great value and perspective to the team. We engage in authentic conversations and aren't afraid of constructive feedback. We strive to be "kind" and not just "nice".
- **Excellence Matters:** At the end of day, we are defined by our reputation. Our deliverables can be nothing short of excellent. We deliver what we said we would deliver, on time and on budget, or we make it right by the client (or our colleagues, if it's an internal project).
- **Interactions should be Transparent and Fair:** We are inclusive and open about our processes, how decisions are made and engage in regular generative discussion around problems with an eye towards a solution. We hold one another accountable and treat each other with respect.
- **Failure is a Great Opportunity:** While we have great respect for personal boundaries, nothing was ever learned by playing it safe. We know that overcoming obstacles and handling defeat is an important lesson in growth. We expect you to take risks and embrace failure. We will challenge you by putting you in difficult situations and we will support you when you ask for help.
- **Learning is Lifelong:** We believe that learning is important and so is growth in one's career. We hire really smart and talented people and want you to continue to grow and learn with us.

We are looking to add an experienced consultant to our team – specifically someone with an organizational development and diversity, equity and inclusion background. This is a flexible, mostly virtual, position (with face to face client interaction in the DC area, when we aren't dealing with a pandemic). If you think you might be interested in learning more, please send your resume and a letter explaining your background and interest to Mary Walter Arthur at marywalter@brighterstrategies.com.

Consultant, OD/DEI

Position Summary:

The Consultant provides a wide range of organizational development and the management of diversity, equitable and inclusion organizational interventions. This role also provides consultation services to executive leaders and senior management teams on the development and implementation of key strategies for creating and sustaining a high performing organization. As a Consultant, you will play an integral role in the successful completion of client work and will be responsible for performing work independently, as well as under the direction of a Senior Consultant or Managing Director. Ultimately, this position reports to the CEO.

Responsibilities:

Client/Project Management

- Deliver on a wide range of projects including, but not limited to, organizational assessments, diversity, equity and inclusion assessments, leadership development programs, and business performance improvement engagements.
- Provide team development, whole system analysis, process reengineering and organizational

development services to implement client organizational initiatives and assure alignment with organizational goals.

- Carry out organizational assessments, make recommendations for change, help design new organizational structures, and work to redesign management processes to meet client needs.
- Develop strategic partnerships with Executive Teams, leaders and other external clients to identify and intervene on change management initiatives that foster organizational growth.
- Ensure projects are completed on time and to specifications, with the highest quality. Ensure client satisfaction with staff and contractors, workflow, quality, responsiveness and deliverables.
- Carryout the assessing, diagnosing and implementation of a wide range of organizational interventions that positively impact and improve organizational capacity and the cultivation of equitable and inclusive workplace practices.
- Provide guidance and direction to organizations that are seeking to increase diversity representation in their workforce and the implementation of equitable and inclusive workplace practices.
- Act as a liaison between the Company, customers, and vendors. Addresses questions, concerns, and/or complaints throughout the project.
- Develop tools (templates) for project use.
- Manage the work of outside/partner consultants when used.

Business Development Support

- Maintain knowledge and understanding of the Company and competitive environment.
- Work with Marketing to impact business development.
- Bring experience in leveraging client relationships, market knowledge, and industry best practices to position the Company for long-term success.
- Assist with developing proposals for submission to prospective clients.
- Participate in networking events related to Brighter Strategies' practice areas.

Performs other duties as assigned.

Salary Range

- \$79,000 – 100,000

Requirements:

- Bachelor's degree required with MA preferred
- Minimum of 5 years of relevant work experience preferred
- Experience working in multiple industries is helpful but not required
- Experienced understanding within the disciplines of human and organizational systems, organizational development, human capital strategy, and DEI (diversity, equity and inclusion) program management
- Experience managing and leading diversity, equity and inclusion programming at all levels of an organization and specific expertise in advising and influencing senior leaders/executives on a wide range of organizational issues

- Demonstrated knowledge of adult learning styles, group dynamics, interactive learning methods, systems theory and quality improvement processes, equitable and inclusive workplace programs and practices, advanced consulting methods, leadership coaching, conflict resolution, group facilitation process, and project management
- Excellent interpersonal skills, organizational skills and attention to detail
- Ability to work independently, with little day to day management, in addition to working collaboratively with colleagues
- Excellent written and verbal communication skills
- Proficient with Microsoft Office Suite or related software
- Ability to learn and adapt quickly as projects dictate
- Ability to handle multiple projects and deadlines, and work in a fast-paced environment as needed
- Willingness to work overtime and flexible hours during peak periods.
- Proven ability to work in a team-orientated environment.