

Senior Trainer: Diversity and Inclusion, Workplace Harassment

Alteristic seeks a dynamic and experienced facilitator/trainer with demonstrated leadership skills to deliver our workplace harassment prevention trainings for external clients and coordinate diversity and inclusion efforts within the organization. Alteristic is a high-growth, mission-driven organization dedicated to the dramatic reduction of interpersonal violence and harassment. The Senior Trainer will provide consultation and trainings to executives, supervisors, and employees at various government agencies, corporations, educational institutions, and other organizations. The position will also coordinate internal and external diversity and inclusion efforts.

The ideal candidate will have exemplary interpersonal and public speaking skills, initiative, and will be highly collaborative.

Alteristic offers a competitive salary commensurate with education and experience, and a benefits package that includes health, dental, and vision insurance, life insurance, generous leave, and retirement. This is a remote position that requires up to 50% travel.

Primary Duties:

Harassment Prevention Training and Technical Assistance.

- Deliver harassment prevention workshops and trainings.
- Under the supervision of the program leadership team, serve as a point of contact for technical assistance related to workplace harassment prevention strategies. This includes providing telephone and web-based consultation regarding effective prevention and supporting clients through the process of implementing workplace prevention strategies including but not limited to the Green Dot strategy.
- Contribute as a team member to harassment prevention program curriculum development for diverse audiences; media development; online presence; innovative community mobilization strategies, etc.
- Master new and existing training programs and workshops and stay abreast of key developments in the field.
- Collaborate with the Director of Communications to ensure that all training materials are accurate and conducive to the needs of training participants and are reflective of new developments in the field.



7955 Cameron Brown Court
Springfield, Virginia 22153
alteristic.org
571.319.0354

Strength of hope.
Power of action.

Diversity and Inclusion Efforts:

- Design and implement training initiatives on cultural competency, gender differences, disability, sexual harassment, and other topics to increase the knowledge and skills Alteristic staff need to support Alteristic's diversity and inclusion values.
- Work individually and collectively with the leadership and program teams within Alteristic, external partners, and diverse communities to nurture and strengthen an inclusive and culturally responsive organization culture.
- Consult with program and curriculum development team to ensure that external programs are culturally responsive.
- Work with Senior Vice President to assess and diagnose organizational situations, develop recommended solutions (i.e., functional design, roles and responsibilities, leadership alignment, skill development, etc.), and ensure implementation of initiatives are in alignment with Alteristic's diversity and inclusion values.
- Plan, design, and implement diversity and inclusion training and development topics that specifically target the unique needs of underserved and marginalized staff and external clients.

Employment Requirements:

- Master's degree or bachelor's degree with equivalent experience.
- 3+ years of relevant experience in training and facilitation, especially in areas of workplace harassment, prevention, and/or diversity and inclusion.
- Experience leading trainings and workshops and engaging diverse audiences.
- Excellent communicator, presenter, and strong writer.
- A commitment for diversity and inclusion and the Alteristic mission.

How to Apply:

Interested candidates should submit a resume, letter of interest, a writing sample (for example, academic writing, curricular writing or similar) and a 5-minute video demonstrating candidate's public speaking style (does not need to be specific to this topic) to: applicants@alteristic.org.



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Please put "Senior Trainer, Diversity and Inclusion, Workplace Harassment " in email subject line. Apply as soon as possible as resumes/tapes are evaluated and interviews scheduled as applications are received.

Alteristic values and respects the diverse viewpoints and experiences and individual differences of all people. Alteristic is an equal opportunity employer and encourages all interested job seekers to apply.

ABOUT ALTERISTIC:

Alteristic is a non-profit organization that tackles societal issues at local, national, and global levels. Alteristic provides comprehensive prevention education, consultation, and training that addresses sexual assault, dating and domestic violence, stalking, harassment, suicide and other issues. Committed to optimizing and activating inherent human good, Alteristic equips and mobilizes communities to create social norms that ensure safety, respect, and the opportunity to thrive for all people. Rigorously evaluated and shown to move the needle, Alteristic was founded on the principles of the widely disseminated Green Dot violence prevention strategy.

Alteristic works with domestic and international communities, educational institutions, government entities, and corporations to amplify the actions of individuals toward transformational social change.



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