

## Are we the Company for You?

At Greylock Federal Credit Union (\$1.6B, Pittsfield, MA) we are guided by our IDEA principles – Inclusion, Diversity, Equity, and Accessibility – to support a workforce that reflects our community in western Massachusetts, Columbia County, New York, and Bennington County, Vermont. We have a mission and goal of building a diverse workforce – reflecting multiple identities – and supporting the diverse communities where we are based.

Our team is deeply committed to three key components: High-quality financial services for all; placing the member first, and meeting people where they are. Each of our employees holds these principles at the heart of how they serve. Our VP-DEI, Culture, and Brand has the opportunity to live these daily in leadership to the organization as you support integration internally and externally of DEI, Culture, and Brand for the purpose of meeting members' needs. Aligning with these principles and our core values of passion, compassion, integrity, creativity, stewardship, and fiscal responsibility will make Greylock and you a right fit.

## Is this the Career for You?

Passionate about building a diverse workforce and inclusive culture? Eager to set the bar for excellence in DEI, Culture, and Brand? Greylock's VP-DEI, Culture, and Brand will play a critical role in leading the overall strategy to engage the credit union in our ongoing DEI journey. This role will drive the energy behind our IDEA principles, ensuring that every Greylock employee values the power of diversity, community, and the importance of fostering belonging, support, and trust. The VP-DEI, Culture, and Brand will create space for employees to engage in dialogue and learning around DEI, helping to further embed DEI deeply within the culture of Greylock.

In this new role, the VP-DEI, Culture, and Brand will support the Chief Administrative Officer in establishing policies, practices, and behaviors that promote greater equity and inclusion, leading Greylock's Cultural Advisory Committee and managing the formation of Employee Resource Groups (ERGs). Responsible for tracking metrics and goals associated with Greylock's IDEA Principles, the VP-DEI, Culture, and Brand will be highly organized and knowledgeable about best practices in DEI.

The ideal candidate will excel in collaborative leadership in strategy, execution, and advocacy. This will involve enhancing organizational strategy that fosters meaningful dialogue; transforming operational approaches, collaborating to manage the development and adoption of a comprehensive DEI strategy; and providing expertise, knowledge, and guidance to our staff by advocating for efforts to support a diverse workforce, creating methods of connection, integration, and seamless interaction across the Greylock organization.

## Help Us Get to Know You

Let us know why building an inclusive credit union matters to you. Provide a cover letter that shares why you want to work at Greylock Credit Union. Include how your formal and informal experience working in Diversity, Equity, and Inclusion has prepared you for this role, as well as a resume or link to your LinkedIn profile that highlights your background in human resources, employee relations, and/or organizational development. A fully qualified applicant will have a bachelor's degree or equivalent experience and a certification in DEI (or willingness to obtain this within 90 days of employment) from a recognized certification organization/university.

## Written Screening Questions

1. Greylock's mission statement is to be a community credit union that partners with you and provides the keys to enrich your life. What does this mean to you?
2. What is your approach to change management? Please provide an example of when you have overcome resistance to change in order to accomplish an important organizational goal.
3. As an organizational leader, you may have many opportunities in this role to lead cross-functionally. What two or three traits or characteristics will make you effective in leading initiatives and teams of employees who do not directly report to you?