

DIRECTOR OF DEIA & TALENT DEVELOPMENT

New York

Phillips is the destination for international collectors to buy and sell the world's most important twentieth-century and contemporary works of art, design, jewels, watches, photographs and editions. By focusing specifically on the defining aesthetic movements of the last century, we have set ourselves apart as the most dynamic and forward-thinking auction house in the world.

At Phillips, our aim is to attract and retain employees who represent the diversity of our world as reflected through the art that we sell, and to create an inclusive environment which promotes growth and development. We are seeking a Director of Diversity, Equity, Inclusion, Accessibility (DEIA) & Talent Development to support these goals.

The Director of DEIA & Talent Development will lead all initiatives and programs in line with our business strategy across the Company, to foster a diverse population and culture of inclusivity throughout PHILLIPS worldwide. This role will provide direction on all global diversity and inclusion policies, trainings, programs, and practices on a day-to-day basis. This position will partner closely with HR leadership to design and implement succession planning which factors in diversity pipelines, talent review and development, and performance management.

The Director of DEIA & Talent Development will report locally to the Senior HR Director, Americas, with accountability to the Global HR Committee, and will partner with the Company's leadership, HR stakeholders and staff across PHILLIPS worldwide to execute the Company-wide vision. This role will also represent PHILLIPS externally to relevant organizations and the job-seeking community.

Duties and Responsibilities

- Research, develop, recommend, and execute creative best-practice strategies, policies and programs to foster the Company's DEIA goals
- Lead the DEIA Advisory Group to set strategy, and coordinate with the DEIA Council and subcommittees, to drive and deliver DEIA programs globally
- Collect and analyze data to evaluate the Company's population in accordance with diversity standards and goals
- Draft and implement recruiting and hiring strategies to attract employees from diverse backgrounds
- Develop, lead, manage, and/or acquire training and development programs and events to help promote DEIA goals and an inclusive culture, as well as policy updates and legal compliance
- Provide guidance to supervisory and human resources staff in developing effective performance and other employee evaluations and policies.
- Acts as company liaison with government agencies concerning DEIA and equal employment opportunities.
- Maintain knowledge of DEIA-related issues, legislation, and best practice
- Create and moderate safe forums for discussions across the organization
- Provide expertise to help teams build inclusive and respectful cultures and navigate differences to ensure supportive and satisfactory work environments
- Partner closely with HR stakeholders to facilitate a strong talent management and succession planning process
- Develop tracking strategies to monitor and evaluate impact of programs; develop reports on program effectiveness and make recommendations for program enhancement and improvement.
- Performs other related duties as assigned.

Professional Skills and Experience

- BS / BA (preferably in HR, Business, or a related field) or equivalent experience.
- 10+ years of Human Resources or related experience required with 3+ years leading and developing strategies and implementing diversity and inclusion programs in complex organizations.
- Strong global mindset, understanding of various global cultures, and knowledge of global diversity.
- Knowledge of current industry best practices, trends, and techniques in the realm of DEIA, talent development and succession planning
- Experience gathering data and analytics to develop metrics that drive decisions, change, and measure impact.
- Experience designing, delivering and/or contracting DEIA training programs on a global basis
- Experience in engaging and partnering with key stakeholders across various functions and levels
- Languages helpful: French, Spanish, Italian, German, Chinese.

Personal Attributes

- Ability to be both strategic and execution oriented
- Strong team player who is comfortable operating internationally between Americas, Europe and Asia
- Strong verbal and written communication skills with the ability to present across various forums and to a broad, diverse audience
- Ability to multi-task and work with strict deadlines, under high-pressure situations, and remain calm in stressful situations; ability to prioritize and adjust with change
- Display keen attention to detail, be highly organized, and have strong follow-up
- Ability to manage sensitive and confidential information with discretion and diplomacy
- Excellent, professional communication and interpersonal skills, including superior written and spoken communications and client service skills
- Strong analytical skills and problem-solving ability
- Ability to work professionally and responsibly with all other areas within the business
- Demonstrate creativity, honesty and integrity

Working Conditions

- Work will be undertaken from our New York office at 432 Park Avenue, which is currently operating with a combination of onsite and remote, in line with health advisories and company policy
- This role will need to operate across international time zones on a daily basis, with schedule flexibility as needed
- Travel on occasion may be required

Please submit your resume and cover letter to Careersus@Phillips.com. Please use the subject header "Director of DEIA & Talent Development". Please be advised: due to the high volume of applicants, we are only able to contact those candidates whose skills and backgrounds best fit the needs of the open position. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document upon hire.