Vice President, Diversity, Equity & Inclusion

What We’re Looking For:

The Vice President, Diversity, Equity and Inclusion will provide strategic and day-to-day operational leadership on all global equity, diversity and inclusion policies, programs, and practices for the organization. The Vice President will be a trusted partner to senior leaders, employee lead DE&I groups and the communications team for strategy, program launch and implementing initiatives to ensure the optimal attraction, development and retention of diverse talent and infusing DE&I principles and practices into our products, outreach and philanthropy. In this highly collaborative role, the Vice President will play a critical central role in developing, driving and communicating a holistic DE&I strategy at the company.

Responsibilities Include, But Are Not Limited To:

- The design and leadership of specific DE&I programs and initiatives
- Drive leadership awareness, commitment and accountability for DE&I initiatives.
- Partner with Communications to communicate DE&I initiatives and messaging.
- Working with leaders across the company to embed Diversity, Equity and Inclusion into all employee life touch-points, acting as the subject matter expert on all matters DE&I, and being accountable for the evolution of our DE&I strategy.
- Work with product leadership, university relationship management and operations leadership to apply DE&I principles to our programs, courses and bootcamps
- Work with the Chief Strategy & Engagement Office on developing DE&I related philanthropic and corporate purpose initiatives that further the company's mission to eliminate the back row in education.
- Partner with and advise MOSAIC (our employee led advisory group) and our Business Resource Networks (BRNs)
- Measure, track and analyze the effectiveness of DE&I initiatives to report on progress and identify opportunities for future areas of focus.

Things That Should Be In Your Background:

- Proven ability creating, leading and implementing D&I strategies in global organizations.
- 7+ years experience of proven success in creating, leading and implementing DE&I strategies.
- Bachelor's Degree
- Strong management skills
- Ability to manage relationships throughout the organization, coordinating time and resources according to shifting priorities.
- Demonstrated experience translating vision into strategy and delivering against the plan
- Experience leveraging data and analytics to develop insights and drive decision-making
- Enjoy problem-solving and taking on challenges
- Strong written and/or verbal communication skills

About 2U Inc. (NASDAQ: TWOU)
At 2U, we power world-class online education and in-person boot camps. Going beyond traditional learning management systems, we use tech, people, and data to help top universities transform in the digital era—and eliminate the back row in higher ed. We support lifelong learning which means thinking beyond a single degree. It means finding ways for students to gain the skills they need to change careers, evolve their expertise, and meet the challenges of the changing world head-on. We help universities fill those needs—developing new digital education technologies and offerings capable of supporting students at different points in their lives. Whether they need a simple refresher, to learn something new, or to change their career trajectories completely, our university partners are there to help them succeed. Together with our partners, 2U has positively transformed the lives of more than 150,000 students and lifelong learners. 2U, Inc. has acquired and integrated two companies broadening our portfolio of education offerings into short courses with GetSmarter and boot camps with Trilogy.

2U Diversity and Inclusion Statement

At 2U, we are committed to creating and sustaining a culture that embodies diverse walks of life, ideas, genders, ages, races, cultures, sexual orientations, abilities and other unique qualities of our employees. We strive to offer a workplace where every employee feels empowered by the ways in which we are different, as well as the ways in which we are the same.

Benefits & Culture

Working at 2U means working with individuals that are passionate and mission driven. We collaborate on tough problems to deliver the best outcomes for our partners, students, and each other. You will find team members working together in our open office spaces, gathered in the kitchen grabbing a snack, or taking a break in our game rooms.

2U offers a comprehensive benefits package:

- Medical, dental, and vision coverage
- Life insurance, disability and 401(k)
- Unlimited snacks and drinks
- Tuition reimbursement program
- Generous paid leave policies including unlimited PTO
- Additional time off benefits include: volunteer days, parental leave, and a company-wide winter break from Christmas through New Years!

To learn more, visit 2U.com. #NoBackRow

Note: The above statements are intended to describe the general nature and level of work performed by individuals assigned to this position, and are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required. All employees may be required to perform duties outside of their normal responsibilities from time to time, as needed.

2U is an equal opportunity employer that does not discriminate against applicants or employees and ensures equal employment opportunity for all persons regardless of their race, creed, color, religion, sex, sexual orientation, pregnancy, national origin, age, marital status, disability, citizenship, military or veterans’ status, or any other classifications protected by applicable federal, state or local laws. 2U’s equal opportunity policy applies to all terms and conditions of employment, including but not limited to recruiting, hiring, training, promotion, job benefits, pay and dismissal.