

Managing Associate, Equity and Inclusive Excellence

Storbeck Search

[Storbeck Search](#), part of the [Diversified Search Group](#) (DSG), is a widely recognized leader focusing on executive search in the education sector. Drawing upon our expanding networks and years of experience, we identify and evaluate the finest leaders of all backgrounds, whether we are supporting a search for a chancellor, president, head of school, executive director, provost, vice president, or other senior position. Clients return to us because they know we prioritize integrity in representing our clients' needs in a vigorous and diligent manner while treating all candidates with dignity, fairness, and honesty. We deliver the insight and logistical agility that come from decades of search experience and hundreds of completed searches for colleges, universities, nonprofit organizations, and independent schools.

Storbeck Search was founded on a commitment to diversity, equity, and inclusion. We share our clients' belief that finding new leaders from groups that have been historically excluded is crucial to advancing society's educational needs. In every search, we commit to proactively and energetically recruiting an excellent and inclusive pool of candidates. Thirty percent of our placements are people of color, and more than half are women.

The Diversified Search Group (DSG), whose portfolio firms include [Koya Partners](#), [BioQuest](#), and [Grant Cooper](#) in addition to Storbeck Search, is ranked among the top six search firms in the world by *Forbes*.

Equity and Inclusive Excellence

We define Inclusive Excellence as the recognition that an organization's success in fulfilling its mission is integrally connected to its diversity, equity, and inclusion efforts. The strongest organizations are diverse, and the best leaders are those who create environments in which all individuals can and do thrive. Our mission is to cultivate new leadership for a changing world, and we seek to help our clients find leaders who share their ambitions, goals, and values.

Reporting to the Vice President of Search Operations & Quality for the Education Practice and operating within a client-oriented, collaborative team environment, the Managing Associate, Equity and Inclusive Excellence, will provide counsel for strategic inclusive excellence throughout the education practice.

Priorities of the managing associate are to:

- Serve as a strategic thought partner, especially to associates and managing directors, by reviewing and identifying best and next practices for Inclusive Excellence in the search process across multiple sectors, clients, and levels of searches;
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- Help to design and incorporate selected new practices in support of Inclusive Excellence across teams within the firm in support of company-wide success;
- Work collaboratively with managing directors in a variety of business development and client-facing roles, which might include participating in new business meetings, co-writing articles or conference presentations, and offering trainings or presentations directly to current clients alongside managing directors and associates;
- Partner with associate and research teams to proactively develop new strategies and best practices for identifying candidates from diverse backgrounds for administrative positions in education;
- Proactively source, network, and establish an education talent pipeline of candidates from underrepresented groups;
- Provide guidance in developing best practices for tracking diversity of our placements and candidate pools and sharing trends, themes, and areas of opportunities with associates and managing directors;
- Engage with colleagues in other DSG practices, in partnership with the SVP of Talent, Diversity, and Equity at DSG, and in support of firm wide DEI initiatives; and
- Provide and share industry expertise by keeping abreast of best and next practices within equity and inclusion as well as news and trends within education.

Qualifications

Candidates should possess an advanced degree, demonstrate expertise in diversity, equity, inclusion and belonging initiatives and programming, and have experience working with a broad range of constituencies within an educational environment. Previous consulting, executive search, or other professional services experience is highly desirable.

To express interest, please submit your resume [here](#) for our review and consideration.

At the Diversified Search Group, we celebrate our diversity, and believe that it is our differences that allow us to excel as a team, and to best serve our clients and job candidates. DSG is an equal opportunity employer that is fully committed to creating an environment free of harassment and discrimination, and does not discriminate on the basis of race, color, national origin, religion, sex, disability, age, sexual orientation, military status, veteran status, genetic information, gender identity, or any other legally protected characteristic.