



WeCalibrate
DEI & Culture Agency

Join WeCalibrate as an Associate Consultant

We're looking to grow our small but mighty team of DEI and Culture consultants. If you're excited by knotty DEI challenges, building strategies for multinational companies and working with an agile, fast paced business - you're in the right place.

We're a fresh Diversity, Equity, Inclusion and Culture agency. Our mission is to help shape the new world of work by helping companies navigate complex workplace challenges with an inclusion-first approach. We work with multinational clients on some of the biggest DEI and culture challenges - and we're looking for fresh, dynamic and sharp minds to join us in our early stages of growth.

What this means:

This means that you'll be part of our growing team as a freelance consultant. You will join our Consultant Framework, and will have the chance to work on fresh and exciting projects as and when we land them.

What we're looking for:

We work with our clients on a range of areas such as maturity assessments, training, Employee Resource Group support, strategy and campaign development, stakeholder insights, report writing and much more. We want brilliant independent consultants with expertise in DEI, culture change, and organisational behaviour to work closely with us to meet our clients' needs. In particular, we're looking for quick thinkers that enjoy the agile and dynamic nature of a small business.

We'd love to hear from you if:

- You have a knack for PPT and/or Google Slides
- You love to analyse qualitative data and build compelling insights
- You find joy in breaking down challenging topics into engaging and dynamic trainings
- You're curious about what clients need, and what they might be missing
- You think policies are cool, and you love writing them
- You've been in the trenches either in-house or as a consultant to multinational companies and understand their challenges and context
- You're a big believer in the power of DEI and its absolute necessity for great, healthy and resilient workforces.

Why us:

- **Grow with us:** Join us at an exciting stage of growth and see the inner workings of our nimble business. Add your skills to the mix and grow with us.
- **Playful and purposeful:** We take our work seriously, but not ourselves. Play is a fundamental tenet of our ethos, and we hope our network becomes a thriving community.
- **The ultimate flexibility:** if you're looking for stable consistent work, this might not be for you. But if you're looking for projects that fit around your schedule, spark your creativity, and let you work from wherever suits you best, we'd love to hear from you.
- **Be part of a fresh mission:** We're constantly building new services, brainstorming fresh ideas and thinking expansively about what the future of DEI and culture means. If you like blue sky thinking and building new and exciting products, then this is the place for you.

How to apply:

We'll leave it up to you - but don't spend more than an hour on your application. Your time is valuable. Send either a 500 word paragraph, a video, a voice note, or examples of your work. We'll follow up with a short video call with the selected applicants. **Send applications to info@we-calibrate.com by 31st December.** We'll be looking for answers to:

- Why you & why us
- What skills you'd bring and what you want to learn
- What you've worked on in the past, and what excites you about your work
- How you best like to work

Please note: *This isn't a full time role and being part of our Consultant Framework doesn't guarantee work at this stage. Work will be assigned on the basis of availability, skillset and project type. Accordingly, rates will vary depending on the scope and size of the project.*

About WeCalibrate

We're a dedicated Diversity, Equity, Inclusion and Culture agency. We help build resilient cultures and unified workforces, primed to grow faster, think better, and thrive amidst change. With a fresh and playful approach, we help companies align their purpose and values, cultivate trust, and embed belonging to open avenues for innovation, productivity, and growth.

We excel at what we do. We've worked with global corporations, foundations, and NGOs to build pioneering strategies, innovative campaigns, and transformative trainings. And we've done it with joy, creativity and care.

we-calibrate.com