

Call for consultants

Unconscious bias in European management

Deadline: 30 August

In the framework of its EU project “Beyond Unconscious Bias” (BEYUNBI), CEC European Managers, European social partner representing managers at EU level, calls for a consulting partner to accompany the development of the EU project, and to develop and conduct an EU pilot training programme.

The project aims at equipping managers, who are responsible for making change happen in companies (and consequently in society) with the right tools and skills to identify and overcome unconscious bias in their professional practice, thus contributing with their work to implementing gender equality and fighting discrimination on the workplace, improving working conditions for all by establishing more open and welcoming working environments, while creating quality opportunities for all workers to express their full professional and human potential.

Consequently, this new managerial approach to inclusiveness can be instrumental to increasing the level of diversity of working teams, fostering the inclusion of minorities in and contributing to a more open, diverse, diversity-sensitive and heterogeneous society.

The subcontracted consultant(s) shall support CEC in the general strategic orientation of the project, lead the development of the EU training scheme for managers, conduct the three pilot trainings and participate in dissemination events of the project. Throughout the project duration, the consultants will work tightly with CEC staff to ensure delivering on the project objectives. The training programme shall be designed based on the evidence of the empirical study.

Profile:

- Demonstrated experience in the areas of unconscious bias, diversity and inclusion and inclusive leadership
- Experience with leadership development
- Excellence in development and facilitation of trainings programmes
- Experience with EU projects desirable
- Experience of work in intercultural settings desirable
- Native levels of English and French desirable

Consulting tasks:

- Coordination with CEC office
- Participation in Steering Committee meetings (three)
- General strategic and conceptual consulting for the project
- Support in development of research design
- Development of training methodology based on evidence from project study
- Conduction of three pilot training schemes, as well as preparatory webinars in English (optionally also in French)
- Preparation of training materials (preparatory, on-site, follow-up learning materials) and toolbox / guidelines
- Presentation of training scheme at dissemination events

In your proposal, please:

- describe your experience with working on unconscious bias, diversity and inclusion and inclusive leadership
- describe your experience with developing and facilitating training programmes
- describe your interest in becoming consulting partner of CEC for the project

Duration: September 2023 – December 2024

For questions, please contact Jean-Philippe Steeger, Policy Officer:
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