Position: Director of Employer Inclusivity  
Reports to: Vice President, Partnerships & Programs

ABOUT THE CENTER FOR ECONOMIC INCLUSION

The Center for Economic Inclusion is a cross-sector organization committed to strengthening the Minneapolis - St. Paul region's civic infrastructure and collective capacity to disrupt systems and influence market forces to catalyze shared prosperity and advance an inclusive economy. We are dedicated to advancing inclusive growth by elevating data driven promising practices, advocating inclusive policies, coordinating cross-sector, community-driven development, and piloting strategies that truly close racial economic gaps.

HOW WE WORK

At the Center we take pride in bringing our values to life and "walking the talk." We are a diverse team in many ways, and we believe our diversity of thought makes us stronger and our work more innovative and responsive to the communities we serve. We strive to maintain a collaborative work environment that also stimulates individual autonomy and accountability for performance goals and excellence. We invest in great talent, and nurture it and we believe in the power of career pathways within the Center. We look for these values in the talented individuals who join our team and we strive to cultivate an environment that harnesses the collective power of these values, traits and the expertise that each team member brings in pursuit of our mission.

- Inclusivity  
- Equity  
- High-performance & High-engagement  
- Shared risk  
- Self-motivation  
- Nimble Action  
- Collaboration  
- Adaptive learning
POSITION DESCRIPTION

The Director of Employer Inclusivity is a new role created to lead efforts to accelerate racial equity and regional inclusive economic growth by equipping private sector employers, regional leaders and champions with the knowledge, tools, resources and networks to disrupt racially and economically exclusive policies and practices and institutionalize new, racially inclusive talent, procurement, investment, and stakeholder policies, practices and actions. The Director will lead the Center’s strategies to create offer educational programming, events, and consulting services and facilitate partnerships that build shared accountability for regional economic inclusion.

The Director will build a team of internal consultants and external subcontractors to deliver educational and technical support mid and large private sector employers. Our Inclusive Growth programs and services are delivered in the form of a.) Programs and Events b.) Workplace Campaigns and c.) Consulting Services.

KEY RESPONSIBILITIES

Strategic Leadership

- With leadership from the Vice President, Partnerships & Programs, establish strategic impact priorities and develop actionable annual plans for regional inclusive growth
- Develop and lead the implementation of strategies that increase private sector leaders ability to increase racially equitable employment, procurement, and investment results and a culture of racial inclusion and belonging by linking data to individual and institutional action and facilitating shared accountability
- Lead a portfolio of earned revenue engagements with private sector clients generating measurable results, engagement, and year over year growth for the organization and the region
- Serve as a subject matter expert and thought leader on racial equity, economic development and workforce development including public speaking, writing, and collaborative public leadership

Organizational Management and Coordination

- Engage and Supervise Employer Inclusivity consultants (internal) and external subcontractors to fulfill employer inclusivity contracts; racial equity evaluation and impact contracts
- Develop and submit timely, substantive internal and external reports, including financial, operating and program reporting
• Support specific departments as needed through by partnering with Vice President and/or joining efforts on specific initiatives to ensure completion
• Lead, supervise and equip program and strategy team members and foster an environment that aligns with the Center’s values and performance imperatives
• Implement Center performance measurement process and develop goals, objectives and accountabilities with each member of the team
• Contribute to the creation and stewardship of organizational culture and ethos, both internally and externally. Promote a culture of high performance and continuous improvement that values learning and a commitment to quality

External Impact and Relations

• Strengthen the capacity of private sector employers, foundations, and nonprofit organizations to produce more racially equitable and economically inclusive results in workforce development, economic development and procurement and community investment
• Establish, nurture, bridge and maintain relationships with multi-sector partners, funders, and policy makers who share our vision for the future across the region and the country; Ensure those relationships are mutually reinforcing and have depth throughout the organization
• Actively pursue opportunities for systems change through public policy, advocacy, influence, and education
• Strategically articulate and elevate opportunities for racially responsive, market informed, results oriented action
• Partner with the external affairs team to implement narrative change campaigns that foster a regional culture of inclusive growth
• Serve as representative of CEI as needed for events, partnerships, conferences, other external/ public engagements
QUALIFICATIONS, EXPERIENCE & COMPETENCIES

- Advanced experience institutionalizing racial equity in workforce development, economic development, transportation, housing, or a related field
- Bachelor’s degree
- Minimum of 6 years’ experience in working within complex organizations, experience in corporate diversity, inclusion and equity particularly valuable
- Demonstrated experience applying a results-based leadership or results-based accountability framework
- Experience advancing systems change and dismantling systems of oppression
- Demonstrated experience working and facilitating collaboration across all sectors of economy, including experience with government, business, non-profits and foundations
- Solid team management and supervisory skills with the ability to build relationships with others, motivate and lead
- Understanding of and commitment to the mission of the Center for Economic Inclusion
- Demonstrated racial equity, inclusion and wealth building competencies
- Excellent project management skills
- Excellent interpersonal skills with the ability to work empathically and collaboratively with internal and a wide range of external stakeholders
- Highly organized; able to prioritize between and within multiple assignments
- Excellent ability to think strategically, analytically and creatively
- Excellent oral and written communication skills
- Ability to manage both strategic and tactical responsibilities, complete complex tasks, and deliver on a timely basis

The Center for Economic Inclusion is an Equal Opportunity employer. We offer an inclusive, engaging, dynamic, and rewarding workplace; a competitive total compensation package; and an opportunity to contribute to one of the most meaningful issues of our regions’ future.

Compensation: The starting salary range for this position is $95,000-110,000 and is complemented by a full suite of benefits including health, dental, vision, life, STD, and LTD insurance; mobile phone stipend, wellness and transportation benefits; paid time off and retirement savings match. A salary commensurate with experience will be offered to complement these to the successful candidate’s experience.

To apply for this job, submit a cover letter, resume and 3 professional references to jobs@centerforeconomicinclusion.org by April 2, 2020. Incomplete applications will not be considered. No calls please. Candidates whose profiles align with our need will be contacted by April 30, 2020.