ABOUT THE CENTER FOR ECONOMIC INCLUSION
The Center for Economic Inclusion is the nation’s first organization dedicated exclusively to advancing inclusive growth to achieve regional shared prosperity. The Center was created in 2017 to strengthen the Minneapolis-St. Paul region’s leadership, civic infrastructure, and collective capacity to disrupt systems and influence market forces to catalyze shared prosperity and an inclusive economy. Our work has grown to meet the needs of businesses and agencies across the country committed to closing racial employment, income and wealth gaps by dismantling institutional racism, and fueling inclusive and equitable regional economic growth. We are in relentless pursuit of an economy that works for everyone and to achieve it, we work in service of these four objectives:

- Create broad, measurable shared accountability for creating an inclusive and equitable economy among decision & policy makers
- Equip public and private sector employers and policy makers with solutions to disrupt and dismantle systemic racism and institutionalize equitable policies for scale.
- Partner to enable the regional and place-based infrastructure of racial and economic opportunity
- Foster operational excellence and a high-performance culture.

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.

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

The Director of Products and Analytics is a critical role across multiple facets of the Center’s work to fuel inclusive and equitable growth. This leader will develop rigorous and robust tools to analyze employee, resident, and business data, and leverage the best practices in anti-racism, change management, and systems change to develop proprietary and market ready products, tools and systems for Center staff to inform the policies, practices and actions that business leaders, public sector employers, and policy makers take to close racial employment, income and wealth gaps, and improve their bottom line results. The Director will build and oversee a team of analysts and facilitators to work develop new products and tools to meet the needs of Employer Inclusivity and Inclusive Growth clients. The successful candidate will also partner with our Anti-Racism & Economic Justice Trust members to build racially responsive goals and tools for allowing data to inform their daily actions.

KEY RESPONSIBILITIES

Strategic Leadership

- Lead the Center’s product development efforts and heighten our ability to listen to our client’s needs, and translate those needs into innovative, responsive solutions, that also deliver on the promise of racial equity, inclusive and equitable growth
- Lead processes and systems to develop and offer innovative, market responsive, and data informed products and tools and businesses and government agencies, including the Center’s Racial Equity Dividends Assessment and Index™
- Oversee client Evaluation and integration of Results Based Accountability in all internal strategies & client engagements
- In partnership with the Vice President, System Innovations and the Founder and CEO, help lead results-based leadership process with Regional Anti-Racism and Economic Justice Trust to align, accelerate, and aggregate anti-racist corporate and governmental actions, investments and commitments toward building a racially equitable, inclusive and economically just region and economy
- Develop internal capacity for long-term management and facilitation of The Trust in co-creating, establishing and monitoring short, mid and long-range quantitative and qualitative goals using a results-based accountability framework and measure them publicly for shared accountability
- Develop data informed framework for guiding the Center’s Public Policy Director in establishing external measurements for public policy impact measurement in partnership with policy makers.
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- Partner with the Director of Research to update the Indicators for an Inclusive Regional Economy and leverage the product as an asset for mission and client growth and results.
- Ensure alignment or integration as needed between CEI’s Racial Equity Dividends Assessment (REDA), Regional Anti-Racism Trust, Racial Equity Index, and other products and services.

Organizational Management and Coordination

- Engage and Supervise analysts and consultants (internal) and external subcontractors
- Develop and submit timely, substantive internal and external reports, including financial, operating and program reporting
- Partner with the Impact & Accountability department in the design, production and presentation of client materials including presentation, POV's, SOW's, and proposals, and internal reports
- Partner collaboratively across the organization to fulfill all organizational goals
- Lead, supervise and equip development team members and foster an environment that aligns with the Center’s values and performance imperatives
- Cultivate collaboration, systems thinking, and adaptive learning to develop cross-departmental program design and implementation
- 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 with a demonstrated commitment to all organizational values and principles. Cultivate a culture of high performance and continuous improvement that values learning and a commitment to quality results.
- Develop and submit timely, substantive internal and external reports, including financial, operating and program reporting
- Partner with the Vice President of Development in development the annual department budget and monitoring role and department specific income and expenses.

External Impact and Relations

- Serve as a subject matter expert and thought leader on racial equity, economic development and workforce development including writing and collaborative public leadership

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- 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 and do not 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 the Center as needed for events, partnerships, conferences, other external/ public engagements

QUALIFICATIONS, EXPERIENCE & COMPETENCIES

- Understanding of, and commitment to, the mission, vision, and values of the Center
- Masters or other graduate degree or credential in organizational or industrial psychology, sociology, economics or social science
- Advanced experience in survey design, co-creation, analysis, and insight development using software analytics
- Demonstrated experience developing organizational solutions using quantitative and qualitative data in a corporate or government environment, or as a consultant
- Sophisticated and creative problem-solving skills
- Intuitive, analytical ability; Zest for knowledge beyond the data
- Experience with Qualtrics, Salesforce, and Asana desired
- Minimum of 6 years’ experience in working within or with complex organizations doing management consulting, planning or operational experience
- Demonstrated training and experience applying results-based leadership or results-based accountability framework
- Experience with and training in quality improvement methodologies
- Experience advancing systems change and dismantling systems of oppression
- Solid team management and supervisory skills with the ability to build relationships with others, motivate and lead
- Excellent project management skills

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- Excellent interpersonal skills with the ability to work empathically and collaboratively with
- 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

To apply for this job: Submit a cover letter, resume and three professional references to jobs@centerforeconomicinclusion.org by April 2, 2021. The Subject Line should state “Director of Products & Analytics Application”. Incomplete applications will not be considered. No calls please. Candidates whose profiles align with our need will be contacted by April 30, 2021.

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 $110,000-$120,000 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.