



Albemarle County

DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION

Ad Text

The Position

The Director of Diversity, Equity, and Inclusion will collaborate with the County's Executive team, employees, the school system, and the community to create a more diverse, equitable, and inclusive Albemarle County where people of diverse racial, ethnic, and social-economic backgrounds can thrive. The Diversity, Equity, and Inclusion Director will have a critical role in helping actualize Albemarle County's stated mission, which is to enhance the well-being and quality of life for all community members through the provision of the highest level of public service consistent with the prudent use of public funds.

The County and the first Director of Diversity, Equity, and Inclusion have built a strong foundation for diversity, equity, and inclusion (DEI) over the last several years, including the publication of the County's first Equity Profile and the development of the Equity Impact Assessment Framework. The next Director will build on this foundation, utilize the equity tools in place to help guide decision-making in all departments, and help staff apply the values in everyday service delivery.

Qualifications

Minimum requirements include a bachelor's degree, five years of experience leading DEI initiatives, organizational change and/or community-based initiatives, or an equivalent combination of education and experience. A background in change management, facilitation, and training and development is also required.

Preferred qualifications include local government experience implementing DEI in policies, service delivery, and resource allocation. Certification in DEI or a master's degree with an emphasis on DEI, organizational change, or other related field is preferred but not required. Knowledge of principles and implementation of high-performing organizations and/or completion of LEAD or SEI programs at the UVA Weldon Cooper Center for Public Services is also preferred.

Residency within Albemarle County is encouraged after employment but not required.

Compensation and Benefits

The expected hiring range is \$88,243 – \$105,892, depending on qualifications, with excellent benefits. A relocation package and other amenities will also be part of the total compensation in an employment agreement.

How to Apply

Applications will be accepted electronically by Raftelis at raftelis.hire.trakstar.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled. Please apply as soon as possible.