



CITY OF SEATTLE

Environmental Justice & Service Equity Division Director (Mgr2 - GG)

SALARY:	\$35.38 - \$53.07 Hourly
LOCATION:	Seattle Municipal Tower, 700 5th Ave., Seattle, Washington
JOB TYPE:	Classified Civil Service, Regular, Full-Time
SHIFT:	Day
DEPARTMENT:	Seattle Public Utilities
BARGAINING UNIT:	Not represented
CLOSING DATE	12/13/11 04:00 PM Pacific Time

POSITION DESCRIPTION:

Seattle Public Utilities, a municipal utility recognized nationally and internationally for its leadership in the areas of asset management and environmental stewardship, is seeking a Director for our Environmental Justice and Service Equity (EJSE) Division. EJSE has done ground breaking work to ensure that utility programs, projects, and services are implemented in ways that equitably distribute benefits across all communities.

This position will provide leadership and support to a team of professionals designing and implementing the work of the three current units within the division: Equity Planning and Evaluation, Community Engagement, and WMBE (Women and Minority Business Enterprise) Utilization. This work supports SPU corporate priorities and the central concerns of the City's Race and Social Justice Initiative (www.seattle.gov/rsji). This position reports to SPU's Deputy Director for the Human Resources and Service Equity (HRSE) Branch.

JOB RESPONSIBILITIES:

- Set a strategic direction that takes the EJSE Division's work further in embedding ratepayer equity into the agency's policies, programs and decision making processes
- Assure that the public involvement of ratepayers is demographically inclusive early enough on key projects, programs and initiatives to influence design
- Manage the work and performance of seven regular staff
- Manage a \$1.7 million annual budget
- Participate as a member of the HRSE Branch Leadership Team and provide advice to the Branch Executive
- Participate as an active member of SPU's Leadership Team of Division Directors and serve as an internal expert and consultant on equity.
- Develop and maintain positive working relationships with internal and external stakeholders and regional partners.

QUALIFICATIONS:

Education

A Bachelor's Degree in a related field

Experience

Four years of management level experience in a multidisciplinary environment involving change management related to race and cultural competency. Three years of experience in building relationships with community and other government entities.

Education/Experience Equivalencies

Combinations of education and/or training and/or experience which provide an equivalent background required to perform the work of the class.

ADDITIONAL INFORMATION:

Desired Qualifications

- Experience creating and assessing race and cultural competency approaches that bring utility programs and services to all ratepayer groups
- Experience in bringing policies forward which achieve equity, particularly in a utility and/or environmentally focused setting
- Experience in strengthening and sustaining a change management initiative that needs to be further embedded in the organization
- Experience in working with public sector staff at all levels to lead change
- Experience communicating/implementing WMBE utilization and community involvement
- Expertise in the areas of environmental justice and race and social justice. Relationships in the region with other government and non-government organizations working on these issues
- Good oral and written communication skills
- Experience with and understanding of utility customer service
- Skilled in assessing evaluation plans and directing course corrections
- Skilled in dealing with conflict resolution related to change and/or race and culture
- Ability to work within the organizational framework of SPU Workplace Expectations including our values on Safety, Respect, Diversity, Trust, Humor, Productivity, Integrity, Innovation, Partnership and Accountability
- Ability to communicate and work effectively within a multicultural workforce serving a diverse customer base.

Special Conditions: This is a salaried position which sometimes involves evening and weekend work. Visit www.seattle.gov/utills

APPLICATIONS MAY BE FILED ONLINE AT:
Job #2011-01003

<http://www.seattle.gov/jobs>
ENVIRONMENTAL JUSTICE & SERVICE EQUITY DIVISION DIRECTOR (MGR2 - GG)
PS

If you are unable to apply on-line you may submit a paper application by the closing date to our office.

OUR OFFICE IS LOCATED AT:
Seattle Municipal Tower
700 5th Avenue, Suite 5400
Seattle, WA 98104
206-684-8088
Careers@seattle.gov



The City is an Equal Opportunity Employer that is committed to diversity in the workplace. The City is a Drug Free Workplace.