

Position Title: Chief Equity Officer
Organization: Montgomery County Government, Maryland
Location: Rockville, Maryland

Located adjacent to the nation's capital, Montgomery County is the most populous county in the state of Maryland and one of the most diverse counties in the nation.

The County Government is composed of the Executive and Legislative branches. The Executive Branch implements and enforces Montgomery County's laws and provides executive direction to the government. Its chief executive officer is the County Executive. There are over 30 executive branch departments and agencies that help to deliver services to more than one million county residents. Montgomery County is proud of the services it offers.

Montgomery County's newly elected County Executive has outlined seven priority outcomes for the County's future.

Priority Outcomes:

- **Thriving Youth and Families** – Children need great schools, supportive families, and caring communities to help them succeed in life. We can give them the start they need by providing adequate funding for public schools, access to affordable early childhood education and expanded high school options, and support for programs that relieve stress on families through increased access to affordable housing and better-paying jobs.
- **A Growing Economy** – A healthy business community is essential to our success. We will reinvigorate the county's direct involvement in economic activities by re-examining our regulations to make sure they are sensible, fair, and efficient; opening support centers that help both new and existing businesses; and developing an incubator and innovation climate to help local entrepreneurs bring their ideas into the world.
- **A Greener County** – We recognize the urgency of global warming and will take concrete steps to address climate change. County government has committed to zero Greenhouse Gas emissions by 2035, an ambitious – but achievable – target. We will reduce our footprint by pursuing clean energy, energy efficiency, enhanced building design, reduction of waste, and developing a better transit system for our residents.
- **Easier Commutes** – Moving people and goods more efficiently is an economic imperative and is essential to our quality of life. We will reduce traffic congestion by improving transit options, supporting Metro, encouraging telecommuting and implementing common-sense road improvements.
- **A More Affordable and Welcoming County** – We will focus on initiatives that make Montgomery County a place where all residents can pursue their dreams regardless of race, ethnicity, age or economic circumstances.

- **Safe Neighborhoods** – We will address crime and pedestrian safety issues and seek input from communities across the county on ways to address these issues. We plan to enhance opportunities for walking, biking, and creating neighborhood gathering places.
- **Effective, Sustainable Government** – We will partner with county employees to make County Government more cost-effective and to deliver services more efficiently and responsively.

THE POSITION

Montgomery County is seeking to fill the Chief Equity Officer. The position is appointed by the County Executive and confirmed by the County Council. This position reports to the Chief Administrative Officer (CAO).

The Chief Equity Officer directs, administers, and facilitates the Countywide equity programs; works to build an infrastructure to ensure policy decisions are evaluated through an equity lens to create fair access to opportunity; collaborates with County departments, employees, community members, and other stakeholders to make meaningful movement towards a more equitable county; and performs related duties as assigned.

The Chief Equity Officer exercises broad direction over equity work across Montgomery County, provides leadership and vision to ensure the development and management of innovative and effective strategies to achieve racial equity for Montgomery County residents. The work requires considerable initiative and judgment, and the ability to make independent decisions within broad policies and procedures as determined by County executive management, the Council, and federal, State, and County laws, ordinances, and regulations.

THE IDEAL CANDIDATE

The ideal candidate will be ethical, approachable, trustworthy, apolitical, and committed to excellence and delivery of meaningful results for taxpayers in Montgomery County. S/he will communicate openly, honestly and collaboratively with a diverse group people, explaining complex issues in a way that non-experts can understand. S/he will expertly promulgate and implement a long-term mission, vision, and strategy and provide new ideas and innovation through change management processes that improve the efficiency and delivery of effective county programs and services.

The ideal candidate will have unquestioned integrity and promote the same throughout the organization. S/he will have the backbone to give the County Executive and CAO honest and professional advice, even if it conflicts with hopes and expectations.

HIGHLIGHTED QUALIFICATIONS

- Identifies disparities and the systemic causes that may exist within the County's departments and community.

- Oversees design, coordination, and implementation of programs, policies, and practices aimed at addressing the systemic disparities existing in the delivery of County services.
- Develops and creates awareness and understanding in the use of an equity lens to develop and implement programs and practices.
- Creates an infrastructure to sustain the County's commitment to equity.
- Implements the Countywide and Health and Human Services' Racial Equity Plans and other related plans.
- Provides leadership, guidance, training, and support to internal and external partners in the development and delivery of equity programs and tools; and develops work plans and training materials.
- Analyzes proposed legislation and regulations and provides expert technical guidance and leadership to management and elected officials on equity issues affecting County programs and practices.
- Establishes baseline disparity data targets/benchmarks in collaboration with partners; and establishes areas of planning and project management including organizing, directing, motivation, and evaluation.
- Act as a visionary and strategic thinker to identify and define complex equity disparities; develop sound conclusions and recommendations; and represent recommendations in a way that is compelling to a variety of institutional and community audiences.
- Conduct racial impact analysis; and utilize evidence and data to recommend improvements to life outcomes for marginalized populations.
- Represent the County effectively on equity issues in a variety of forums.
- Prepare clear, concise, and comprehensive correspondence, reports, studies, and other written materials.
- Speak clearly, explicitly, and convincingly to diverse audiences.
- Recognize and acknowledge existing cultural and racial "blind spots" and work toward addressing them.
- Exercise sound, expert independent judgment and political acumen within general policy guidelines.
- Exercise tact and diplomacy in dealing with highly sensitive, complex and confidential issues and situations.
- Build effective strong working relationships, partnerships and networks with communities of color, and the organizations that serve them.

EDUCATION, TRAINING, AND EXPERIENCE

Bachelor's Degree from an accredited college or university in sociology, education, public administration, ethnic studies, communication, social work, public health, or a closely related field, which must include five years of experience of demonstrated success in the administration of community, education, or social justice programs which focus, in part, on the elimination of structural racism and two years of those years must be in a managerial, supervisory or program administration capacity.

A Master's degree or other advanced degree in a related field is highly desirable. Experience in a public agency is strongly preferred.

APPLICATION PROCESS

Montgomery County Government is committed to attracting and retaining a highly-skilled, quality, and diverse workforce. We want people who aspire to make a difference in our community. We offer quality compensation and a generous benefits package. Learn more at: Montgomery County Benefits. Interested applicants should forward a cover letter and resume to ApplyChiefEquityOfficer@montgomerycountymd.gov.