Equity Manager

Closes: The position is open until filled with applications reviewed beginning April 10, 2019.
Status: Regular Full-time Position, 40 hours per week; Exempt FLSA status.
Salary: The starting salary range is $86,000 – $95,000 annually, DOE, with full benefits.
Location: Puget Sound Regional Council; Downtown Seattle, Washington.

About PSRC
The Puget Sound Regional Council is the regional transportation, growth management and economic development planning agency serving Seattle and the central Puget Sound. The thriving region is home to over 4 million people and is one of the nation’s fastest growing metropolitan areas. PSRC brings together the region’s diverse counties, cities and towns, native tribes, ports, the state of Washington and civic interests to understand the challenges facing our region’s future and make plans for the region to continue to succeed. The agency serves as the region’s Metropolitan Planning Organization and is the regional leader for growth management, transportation, and economic development under state and federal laws. Visit www.psrc.org to find out more. PSRC is an equal opportunity employer.

The Position
Recognizing the value of diversity, equity, and inclusion to the continued success and high quality of life of the central Puget Sound region, PSRC is seeking an Equity Manager to lead the successful implementation of equity initiatives agency-wide. Reporting to the Director of Regional Planning, the Equity Manager will be responsible for complex projects and activities that require a high degree of specialized knowledge in policies, practices, and data analysis relating to social justice and systemic inequities. This position will provide leadership to move change within the organization, and technical guidance for internal and external equity, diversity, and inclusion-based initiatives. The ideal candidate will have a passion for racial and social equity, an understanding of systems-level versus individual-level change, and an ability to effectively communicate the role of the PSRC’s work to diverse audiences.
The Candidate

The ideal candidate will:

• Communicate PSRC’s mission and social equity related goals to different audiences and key community stakeholders.

• Represent PSRC in equity related events and meetings with members, stakeholders, and in various racially, culturally, linguistically, and economically diverse communities.

• Lead/coordinate work across agency departments to help PSRC strengthen its tools and become a national leader in using evidence-based approaches to design/implement analyses and methods to promote/evaluate equity and equitable outcomes.

• Establish partnerships and relationships with key governmental, institutional, and community stakeholders to develop and implement solutions that create structural change.

• Develop and manage organizational strategic plans, curricula, and professional development opportunities related to equity, diversity, and inclusion.

• Establish quantitative and qualitative empirical methodologies to collect and analyze data for informing plan and program development and evaluation.

• Have familiarity with planning and policy issues related to growth management, transportation, economic development, and local and regional governance.

• Conduct ongoing research in best practices in developing equitable strategies around land use, housing, economic and transit-oriented development, transportation, health, and sustainability.

Experience and Education

• At least six years increasingly responsible experience in public policy, public health, urban planning, and/or related field.

• Ability to develop collaborative, productive, and respectful relationships with political leaders and other institutions and groups, including those in communities of color, immigrant and refugee communities, business, and philanthropy.

• Knowledge of racial equity literature, frameworks, and practice.

• Experience working in a professional or personal capacity towards racial justice, anti-racism, or social justice issues.

• Experience designing, developing, and implementing community-focused and data-informed strategies and tactics.

• Ability to implement and manage multiple or ongoing programs and projects.

• Skilled at public speaking and meeting facilitation.

• Two years of lead or supervisory direction to other staff.

• Or any combination of education and experience that would provide the applicant with the desired skills, knowledge, and ability required to perform the job.
Benefits

PSRC provides a compensation package that includes a salary and benefits that represent approximately 30% of an employee’s total compensation package. Benefits-eligible employees at PSRC are provided a wide range of benefits including:

- Medical
- Dental
- Vision
- Life Insurance
- Accidental Death & Dismemberment (AD&D) Insurance
- Short-Term Disability (STD)
- Long-Term Disability (LTD)
- Washington State Public Employees Retirement Systems (PERS)
- Employer-match 457 Deferred Compensation
- Personal Time Bank (PTB)/Vacation Pay
- Holiday Pay
- Family Medical Leave
- Bereavement Leave
- Jury Duty Leave
- Military Leave
- Transportation Incentive Plan (TIP)
- Flexible Spending Accounts (FSA)
- Life Assistance Program (LAP)
- Long-Term Care (LTC)
- Flexible Work Schedules

To Apply

- To be considered, applicants must submit a cover letter, resume, and completed, signed PSRC application.
- The voluntary and confidential Equal Employment Opportunity, Applicant’s Invitation to Self-Identify – Veteran Status, and Voluntary Self-Identification of Disability forms are appreciated for applicant tracking purposes.
- For application materials, please visit: https://www.psrc.org/about/careers.
- Completed materials can be emailed to hrdept@psrc.org, faxed to 206-587-4825, or mailed to:
  Puget Sound Regional Council, attn: HR
  1011 Western Avenue, Suite 500
  Seattle, WA 98104-1035

About the Puget Sound Region

Spectacular natural surroundings, world-class education systems, thriving urban centers, vibrant neighborhoods and a lively arts and culture scene are just some of what makes the Puget Sound region an exceptional place to live and work. Ringed by snow-capped mountain peaks and crisscrossed by waterways, the Puget Sound region is a commercial center and a major hub for Trans-Pacific and European trade. Some of the world’s most successful and innovative companies are based here, including Boeing, Microsoft, Starbucks, Amazon, Costco, Paccar, Weyerhaeuser, Nordstrom, and many more. Outdoor activities are especially plentiful given the region’s natural beauty and mild climate. Hiking in the Olympic or Cascade mountains, kayaking on Lake Union, or cycling on one of the many rails-to-trails paths are just a few of the options available. Washington is viewed as a progressive and innovative state where people are outgoing and friendly.