

The Award-winning City of Gainesville, FL
is looking for our next
Equal Opportunity Director



About the Opportunity

The Equal Opportunity Director leads and directs the City of Gainesville's efforts related to improving workforce diversity and inclusion; diversity awareness; partnering and outreach efforts related to diversity recruiting; affirmative action; access to appropriate City services, programs, and activities; and other programs that support equal opportunity and cultural diversity.

The Equal Opportunity Director is appointed by, and serves at the will of the City Commission. The E. O. Director will be responsible for maintaining an effective relationship with other charter offices, elected officials, the community, and other key stakeholder groups.

Our ideal candidate:

- Has been actively involved in **community outreach**.
- Is a **very strong communicator**, both internally and externally; is approachable and comfortable communicating with individuals at all levels, across the organization, and throughout the community.
- **Embraces diversity** beyond traditionally protected classes, including marital status, sexual orientation, age, disability, or gender identity.
- Has **demonstrated vision** in strategically moving departments forward using creative and entrepreneurial techniques.
- Has **strong consulting and influencing skills**, and ability to work in a highly matrixed environment.
- Has proven success in **leading culture change** by understanding organizational needs and constraints, identifying and leveraging best practices, and benchmarking against internal and external success measures.
- Has **proven ability to** conduct needs assessments, **develop and implement customized programs/solutions**, and to define and **measure success** of complex organizational interventions.

Experience and Education:

Graduation from an accredited four year college or university with major course work in Business, Human Resources, Labor Relations and/or related field, along with at least 10 years experience in Employee Relations, Diversity Management, Affirmative Action, Human Resources or a directly related area is preferred.

Previous experience in developing and implementing EO programs in a large organization; knowledge of Federal and State Statutes and regulations governing EO/AA and other relevant programs; and familiarity with unionized workforces and collective bargaining agreements is preferred.

Compensation and Benefits:

Compensation will be based on experience. We offer excellent traditional benefits such as health insurance, life insurance, paid leave, a pension plan and a deferred compensation plan, plus we offer unique benefits such as an on-site medical staff to save employees time and money by preventing trips to the doctor, and wellness programs to keep our employees healthy and happy.

Job Description:

For a detailed job description, and to apply, visit us on-line at www.CityofGainesville.jobs.

The Equal Opportunity Department:

For more information about our Equal Opportunity Department, including our Mission, Policies, Affirmative Action Plan, Frequently Asked Questions, etc., visit us on-line at www.CityofGainesville.org, choose "Government" and then select "Equal Opportunity".

About the City of Gainesville

Great opportunity to make a difference in the community you live in!

Working for the City of Gainesville provides many unique opportunities for its employees. Being an employee with the City of Gainesville allows individuals to make a difference in the community they live in, contribute to the City's success, and make a visible impact on the lives of our citizens. Individuals not only gain a job when deciding to work here, they get an opportunity to really make a difference in our community and enhance the Gainesville way of life everyday.

Great benefits to help you grow professionally and personally!

In addition to a great work environment that allows to employees to make an impact on our award winning community, the City of Gainesville offers a wide range of benefits to help each person grow both professionally and personally. Not only do we offer traditional benefits such as health insurance, life insurance, paid leave, a pension plan and a deferred compensation plan, but we also offer great perks like on-site fitness centers, tuition reimbursement, interest free loans for purchase of fitness and computer equipment, on-site medical staff to save employees time and money by preventing trips to the doctor, and wellness programs to keep everyone healthy and happy.

To ensure we are assisting our employees with career advancement, the Gainesville Corporate University, our in-house training department, is available to meet individual and departmental training needs and help employees develop professionally. We offer comprehensive training that provides the right learning, for the right people, at the right time.

Download a copy of our comprehensive benefits booklet [here](#).

Great place to live and play!

The City of Gainesville is not just a great place to work, but also an amazing place to live. From sports to the arts to outdoor recreation, Gainesville has something for everyone. We serve as the cultural, educational and commercial center for North Central Florida and are home to Florida's largest and oldest university – the University of Florida. Gainesville is also known as one of the state's centers of education, medicine, cultural events and athletics. We are known for our preservation of historic buildings and the beauty of our natural surroundings. Numerous parks, museums and lakes provide entertainment for both residents and visitors. Because of our beautiful landscape and urban "forest," Gainesville is one of the most attractive cities in Florida.

**Live in our Award Winning Community and Work to Enhance
the Gainesville Way of Life!**