Vice President of Economic Inclusion
Chattanooga Area Chamber of Commerce
Chattanooga, TN
http://www.chattanoogachamber.com

The Chattanooga Chamber of Commerce seeks a highly professional, collaborative, politically savvy influencer with the demonstrated experience, skills and educational background required to leverage the high-profile and recognized platform of the Chamber to further the local, state and national discourse on the importance of inclusive growth and upward mobility in promoting the long-term health and sustainability of our economy. As a community builder and engine of prosperity for Chattanooga and Hamilton County, the Chamber is committed to making intentional, actionable strides to ensure equitable treatment and access to resources, opportunities and advancement for all.

The successful candidate must be a passionate supporter and advocate for diversity, equity and inclusion best practices, and understand how those practices manifest in the workplace, workforce and marketplace. Candidates must also have the political savvy to read individuals, navigate power structures and leverage relationships with integrity and honesty, and the collaborative communication skills needed to build broad coalitions among complex organizations to effect change.

Working closely with the CEO and other senior managers of the Chamber, the key functions include:

- Partner with the CEO and senior management team in fostering and perpetuating an organizational culture that respects and leverages diversity, equity and inclusion.
- Refine and further develop the current strategic plan and organizational structure to bring to fruition goals around diversity, equity and inclusion.
- Oversee the development of programs and services sponsored by the Chamber to assist members in creating and fostering more diverse, equitable and inclusive workplaces and marketplaces.
- Develop and activate Chamber core values around inclusion and equity through community and membership programming.
- Enhance accountability and performance through strategic use of DEI principles
- Develop tools and resources to assist businesses pursuing DEI and anti-racism objectives
- Create visual presence of procurement professionals on the Chamber's website
- Develop portal to connect contractors via the Chamber's website
- Develop toolkit for employers seeking to recruit and retain diverse talent
- Partner with university staff to create an employer assessment tool and process along with a customized list of critical implementation/policy/procedures needed that align with the DEI toolkit
- Create a community of diverse businesses exhibiting a welcoming and inclusive work environment via involvement in a comprehensive "Pledge" with action steps
- Connect procurement professionals with DBE contractors and create opportunity for Tier II minority/women/veteran contractors with Tier I contractors
- Host an event for diverse college students to build connections with the Chattanooga business community
- Develop a Chamber Diversity, Equity and Inclusion Fellows Program for mid-level and high-potential minority and women employees from the community and businesses

- Maintain relationship with key community constituencies while developing new relationships with the goal of broadening the reach of the Chamber brand through partner community activation opportunities.

EXPERIENCE

- A minimum of 10 years prior professional corporate, nonprofit or higher education environment, including a minimum of 5 years of strategic plan management, budget responsibility and employee or volunteer management.
- Demonstrated ability to champion systemic change, build coalitions, influence stakeholders, and manage staff and volunteers to accomplish goals.
- Skilled in adapting to rapid environmental and technological change, tolerating acceptable risk, generating creative solutions, and building consensus.
- A firm grasp of core business competencies including building strategic plans, accomplishing goals through managing others and managing to budgetary constraints is required.
- Prior experience in the Chamber industry or other business association, volunteer boards and managing volunteer-driven initiatives is highly beneficial.

EDUCATION & QUALIFICATIONS

Bachelor's degree in a relevant field, with a minimum of 10 years of post-undergraduate professional experience in a corporate, nonprofit or higher education environment, including a successful track record in leadership roles for complex organizations. Master's degree in a relevant field (broadly defined) is highly desired. Equivalent combination of education and professional experience will be considered. Must be legally eligible to work in the U.S., eligible to obtain a U.S. passport, hold a valid driver's license and be insurable.

Salary commensurate with experience and qualifications.

SELECTION PROCESS

Candidates for this position will be evaluated by the CEO, senior staff and a committee of volunteer leaders.

Please submit a persuasive cover letter, resume and contact information for three professional references, combined into one .pdf document, no later than 2 pm on August 24, 2020 through the Chamber's job portal found at: https://www.chattanoogachamber.com/jobs/job_posting

Information only inquiries, contact:
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