
Job Title	Associate Director - Talent, Innovation, and Industry Partne
PVN ID	VA-2203-004628
Category	Managerial and Professional
Location	OFFICE OF SR. UNIV DEAN FOR ACADEMIC AFFAIRS
Department	Continuing Education & Workforce Program
Status	Full Time
Annual Salary	\$90,000.00 - \$95,000.00
Hour(s) a Week	35
Closing Date	May 25, 2022 (Or Until Filled)

General Description

MISSION

The City University of New York (CUNY) is the nation's largest urban public university and serves 275,000 degree-seeking students and 200,000 non-degree students across 25 campuses. 77% are students of color. CUNY's core mandate is to provide a high-quality, affordable education to all New Yorkers. CUNY is a springboard of economic mobility. 42% of students hail from households earning less than \$20,000. In recent decades, CUNY has lifted more individuals from the lowest economic quintile to the highest economic quintile than the Ivy League, Stanford, Carnegie Mellon, and MIT combined. Furthermore, 1 out of every 72 undergraduate/graduate students in America is a CUNY student, making our students' success a driver of national outcomes.

The Office of Continuing Education and Workforce Programs (CEWP) is responsible for mobilizing the university's unparalleled scale, assets and diverse talent to fuel inclusive economic prosperity. CEWP is working to ensure that 1) CUNY graduates can launch or advance in sustaining careers of their choosing at salaries equivalent to their peers, 2) businesses can turn to CUNY to find the talent, services, and expertise they need to thrive, 3) faculty and staff come and stay at CUNY because the impact they can have on students' career trajectory is unparalleled and recognized, and 4) sustainable funding streams support proven interventions for bolstering student career success today and for years to come.

GENERAL DESCRIPTION

CEWP is seeking an Associate Director to advance CUNY's goal of ensuring more students can launch and advance in sustaining careers by overseeing the evolution and expansion of an industry-campus backbone across CUNY. Building on the momentum of critical campus-capacity building initiatives such as *CUNY Futures in Finance*, *CUNY 2x Tech*, and *Career Success on Campus*, the Associate Director will work closely with campus leaders as well as industry, philanthropic, and public partners to support colleges in building sustained hiring pipelines with employers. Through the work of the Associate Director, CUNY students will benefit from proactive connections to employment and businesses will thrive thanks to qualified, diverse CUNY talent.

Other Duties

- **Architect solutions for bolstering campus capacity to build talent pipelines with industry:** evaluate existing models for building campus capacity to engage industry in building full-time and internship/ apprenticeship hiring pipelines; with campuses and employers, refine and improve upon existing models based on student and partner feedback.
- **Lead scaling and expansion of proven models across CUNY's 24 campuses:** identify willing campus partners, set clear goals and milestones for adopting proven models for industry engagement, and oversee the scaling of what works to new campuses; ensure faithful implementation of models to ensure desired results for CUNY students.
- **Collaboratively design public-private partnerships to scale and sustain successful models:** engage campus, industry, public, and private partners in working towards common goals of ensuring CUNY's diverse student body is connected to full-time and intern career opportunities; work with campuses and public sector partners to develop a plan to sustain successful models in the long run.
- **Measure impact and hold parties accountable:** promote ambitious, inspiring, and measurable goals for impacting student career success through talent pipelines; establish clear theory of change, metrics and systems for collecting, analyzing, sharing, and acting upon data.
- **Act as a knowledge-hub for partners within and outside of CUNY:** Share insights on best practices and barriers to promoting industry-academic partnerships; represent CUNY in conversations with leadership of external organizations.
- **Inform strategy and policy recommendations:** contribute insights and recommendations to CUNY's overall strategies for ensuring more students can successfully connect to sustaining careers; identify potential policies that could further promote equitable career outcomes for CUNY graduates and alumni.
- **Support the narrowing of disparities in career outcomes by integrating unit-wide strategies to promote equity:** recognizing CUNY's strength as an engine of upward mobility for students from a diversity of backgrounds, deploy unit and CUNY-wide strategies to ensure equitable outcomes for all.
- **Help to build a culture of inclusivity and support:** as a critical member of the CEWP team, cultivate relationships with other members of the division, contribute to unit-wide projects and initiatives as needed, and attend staff meetings and trainings as required.

Qualifications

Minimum Qualifications

- At least five (5) years of experience in workforce development, business development, talent recruitment, higher education, or a related field;
- Excellent communication and facilitation skills
- Experience with employer engagement, data management, and project management;
- Knowledge of industry hiring practices, with a preference for those related to college talent pipelines & a deep understanding of access and equity issues;
- Ability to think strategically, problem-solve, and develop programs to achieve organizational goals;

- Ability to work independently and collaboratively in a fast-paced and complex work environment;
- Experience working with a diversity of stakeholders from a variety of sectors (e.g. public, private, across industries) to advance a common mission;
- Commitment to CUNY's mission of promoting the equitable upward economic mobility of graduates;
- Ability to adhere to CUNY's location and hybrid in-person/remote work policies;
- Ability to travel to multiple sites throughout NYC.

Preferred Qualifications

- Previous experience working with NY employers to assess talent needs, build hiring pipelines;
- Demonstrated understanding or previous experience navigating the unique strengths and opportunities presented by CUNY campuses, system, and student body;
- Proven ability to oversee the development and deployment of complex programs or initiatives across multiple partners or contexts;
- Demonstrated ability to understand motivation and incentives of diverse audiences and craft effective messages and marketing material to mobilize action;
- Knowledge of best practices for data collection, analysis, and communication in order to mobilize a diversity of stakeholders towards a common goal;
- Previous experience navigating complex public systems – successful candidates will be energized by the concept of creating long lasting change by addressing systemic barriers to innovation and partnership;
- Clear commitment to continuous learning – including demonstrated interest in latest higher education/career development research, familiarity with other promising emerging practices from across NYC workforce ecosystem, or participation in professional networks, activities, or independent learning opportunities.

Physical Requirements

- Ability to travel to multiple sites throughout NYC.

EEO

We are committed to enhancing our diverse academic community by actively encouraging people of any race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetic information, disability, age, or protected veteran status to apply. We take pride in our pluralistic community and continue to seek excellence through diversity and inclusion. CUNY is an EEO/AA Employer.