



Director of Research & Consultancy Practice Position Description

Job Title: Director of Research & Consultancy Practice

Report To: President & CEO

Job Type: Full-time, Exempt, salaried with competitive benefits

Location: Chicago-based, with a focus at the local, national, and global levels

Total Compensation: \$70,000 to \$85,000 annual salary with competitive benefits

Submission Deadline: June 9, 2023

Submit Cover Letter and Resume To: careers@equiticity.org

Important submission instructions: Include in the email subject line: "Director of Research & Consultancy Practice"

About Equiticity:

Become a part of The Equiticity Racial Equity Movement.

Equiticity is a racial equity movement, operationalizing racial equity by harnessing our collective power through research, advocacy, programs, Community Mobility Rituals, and social enterprises, to improve the lives of Black, Brown, and Indigenous people in our society.

Equiticity is more than an organization, we are a movement working to wholesale transform our society and create liveable neighborhoods and cities for racially marginalized communities. We are delivering both innovative programming and transformative policies at the local, regional, and national levels to achieve our vision and realize our mission.

Equiticity is a place to explore inherent potential, crush perceived boundaries, and achieve what others consider impossible. Our movement is looking for people who are ready to grow, think, collaborate, dream, create, and lead. Our culture thrives by embracing creativity, innovation, and imagination. Our team seeks leaders, visionaries, and boundary pushers. At Equiticity, we value each person bringing their authentic selves and their sharpened skills, along with their passion for challenging the status quo in our society.

About the Position:

Equiticity is looking for a dynamic individual to lead Equiticity's research pillar and consultancy practice. We are looking for a highly qualified professional immersed in academic research and consulting. The ideal candidate is a well-versed practitioner of racial equity, mobility justice, and environmental justice.

This position will envision, develop, implement, produce, and disseminate a range of impactful research projects designed to inform transformative policies at all levels of government and within institutions and corporations.

This position will also establish a formal consultancy practice focused on government, corporate, and CBO clients, and operating at the local, national, and global levels. The position will formalize the codification and delivery of Equiticity's in-house innovations across our five focus areas of research, programs, advocacy, Community Mobility Rituals, and social enterprises. The position will lead a proactive business development strategy and implement a formal project management process codifying the organization's responses to government grants and other RFP opportunities.

This position will be sector and policy area agnostic, with an initial priority focus on the sectors of transportation and environment.

This position will serve as a member of Equiticity's Senior Leadership Team.

Position Responsibilities:

- Establish and execute Equiticity's research pillar.
- Build and launch Equiticity's consultancy practice.
- Create actionable partnerships with academic institutions, researchers, government agencies, consulting firms, coalitions, philanthropists, CBOs, advocates, potential teaming partners, and other stakeholders.
- Lead impactful research projects, focused on better understanding the severity of racialized inequities, improving the equitable distribution of resources, and informing transformative policies.
- Lead consulting projects and services with a range of clients and partners across the US and around the world.
- Lead a proactive business development strategy, identifying potential teaming partners, as well as grant opportunities and other RFPs issued by government agencies, foundations, and corporations.
- Lead the writing and project management process for responding to research- and consulting-related government grants and other RFP opportunities, at the federal, regional, state, and local levels.
- Lead the dissemination and marketing of Equiticity's research products and consulting services.

- Support the drafting of policy frameworks and related advocacy and policy positions for public distribution.
- Represent Equiticity as needed in local, state, national, and global forums, and participate in relevant coalitions, networks, and partnerships.
- Collaborate with the members of Equiticity's Senior Leadership Team, developing internal partnerships across our pillars of research, programs, advocacy, Community Mobility Rituals, and social enterprises.
- Maintain research and consultancy budget documents and follow responsible fiscal management protocols.
- Communicate the planning and execution status of research and consultancy projects to both internal and external stakeholders.

Qualifications and Necessary Experience:

- Advanced educational degree, Master's or Doctorate, or equivalent and progressively more senior work experience.
- Five to eight years experience leading, executing, and writing academic research or equivalent consultancy research.
- Significant experience leading and/or providing consulting services to a range of clients.
- Extensive experience integrating research and advocacy to inform and advance policy positions.
- Strong academic writing skills.
- Strong written/verbal planning and communication skills.
- Strong team management and project management skills.
- Demonstrated commitment to racial equity, mobility justice, and environmental justice, and a passion for our mission.
- Strong record of accountability to racially marginalized communities and dismantling of racist and racially harmful systems.
- Experience managing time effectively and multi-tasking, while simultaneously managing multiple projects, deliverables, teams, and stakeholders.
- Exhibits professional flexibility and resilience, while responding effectively to the needs of varied internal and external stakeholders.
- Ability to work in a fast-paced, remote environment with a high degree of autonomy, organization, self-direction, and self-motivation.
- Comfortable collaborating with a broad-based coalition of government agencies, consulting firms, community based organizations, civic organizations, corporations, advocates, and other relevant stakeholders at the neighborhood, citywide, state, regional, national, and global levels.

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Equiticity is committed to employing a diverse workforce and strongly encourages Black, Brown, and Indigenous people to apply. Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.