

## **i-team Director**

### **Bloomberg Center of Public Innovation Hampton, VA**

#### **Overview**

The Bloomberg Center for Public Innovation at Johns Hopkins University (the Center) seeks a Director to lead a new Hampton Innovation Team (“i-team”).

Innovation Teams unlock creativity from within city governments and the communities they serve. These teams take partners and stakeholders through an evidence-based process to tackle the big problems in their cities no one has yet been able to solve, generate more ambitious responses, and test and adapt interventions until they produce impact. They also work closely with the Mayor, the city's leadership team, and city departments to change the culture of city government.

The Director is charged with leading an i-team focused on building prosperous futures through climate action and advancing racial wealth equity. The Director works closely with the mayor and their leadership team, as well as departmental staff, external experts, community organizations, and residents to ensure the i-team is delivering impactful solutions. The Director is an employee of Johns Hopkins University and based in Hampton City Hall. They report to a senior government official.

The first of its kind in the world, the Center aims to advance the field of public sector innovation by marrying cutting-edge practice with world class research in order to transform the culture of government, deliver exceptional results for residents, and inspire trust in public service.

The Center is committed to working with communities that are focused on ending legacies of structural, entrenched racism and oppression. The Director must be willing to think about reimaged government, knowledge, and engagement models through the lens of dismantling these legacies.

#### **Specific Duties & Responsibilities**

- Lead an equity-centered, design-based innovation approach to problem-solving that focuses on identifying root causes of civic challenges in partnership with residents, community organizations, and other stakeholders
- Collaborate with city government colleagues and community organizations to co-create and manage bold, innovative solutions to jointly drive climate action and advance racial wealth equity; including greenhouse gas reduction strategies
- Effectively manage the diverse skill sets of the i-team and leverage available technical expertise to maximize creativity and impact

- Maintain strong relationships and foster collaboration among a broad set of stakeholders, including senior government officials and private sector and nonprofit leaders in the community
- Engage and collaborate deeply with local community organizations dedicated to promoting climate equity strategies that promote racial equity and economic inclusion
- Strengthen the capacity of city government colleagues, community-based organizations and other stakeholders to work together to co-create and implement transformative solutions
- Inspire the i-team to challenge the status quo and encourage creative ways to overcome roadblocks
- Ensure that there are clear and appropriate implementation plans for delivery on all major initiatives
- Oversee the development of targets and regular measurement of progress
- Achieve defined targets by monitoring performance and correcting course when needed
- Participate in a national network of civic-sector innovation experts to advance the field and make visible your city's work
- Communicate progress to stakeholders, including regular reporting to the mayor
- Oversee the timely development and submission of high-quality grant deliverables
- Share the team's strategic framework and best practices for innovation throughout city government
- Actively collaborate with the Bloomberg Center for Public Innovation at Johns Hopkins University, a set of program partners, i-teams in your cohort, and other i-team grantee

### **Special Knowledge, Skills, & Abilities**

- Experience leading large-scale transformations that involve multiple stakeholders and constituencies.
- Experience developing and managing a high-performing team
- Experience working effectively and collaboratively with senior government, community, and/or private sector leaders
- Passion for and commitment to equitably reducing climate pollution and addressing the impacts of climate change and improving conditions for historically disadvantaged Black communities and other communities of color
- Strong interpersonal skills with an ability to build good relationships with peers and to interact with diverse stakeholders
- A track record of delivering significant innovation results and impact in the public, nonprofit, or private sector
- Exceptional verbal and written communication skills
- Aptitude for moving people outside their comfort zones to embrace new approaches, mindsets, and solutions
- Experience with design-based innovation, data, and/or other innovation methods and tools
- Experience project-managing complex initiatives from design to their completion
- Understanding of municipal governance and public sector innovation

## **Minimum Qualifications**

- Bachelor's Degree in related discipline.
- Seven or more years of experience in business administration, public policy, organizational development, strategy development, change management, and/or project management, or related fields/areas
- Additional education may substitute for required experience and additional related experience may substitute for required education, to the extent permitted by the JHU equivalency formula

## **Preferred Qualifications**

- Experience working for or in collaboration with local government
- 5 years supervisory experience
- Experience or familiarity with government innovation efforts, including a strong conceptual and practical understanding of innovation tools and the role of human centered design, data and policy in the public sector
- Experience working on issues related to sustainability, climate equity, racial equity and economic inclusion, a plus
- Experience leveraging and mobilizing public, private, and philanthropic resources for projects, a plus

## **Salary & Total Rewards**

i-team Directors across the country will be compensated in a range of \$115,400 - \$202,000. This range will be further adjusted to each city location, taking into account local market and cost of living data.

## **Total Rewards**

The referenced salary range is based on Johns Hopkins University's good faith belief at the time of posting. Actual compensation may vary based on factors such as geographic location, work experience, market conditions, education/training and skill level. Johns Hopkins offers a total rewards package that supports our employees' health, life, career and retirement. More information can be found here: <https://hr.jhu.edu/benefits-worklife/>

The successful candidate(s) for this position will be subject to a pre-employment background check. Johns Hopkins is committed to hiring individuals with a justice-involved background, consistent with applicable policies and current practice. A prior criminal history does not automatically preclude candidates from employment at Johns Hopkins University. In accordance with applicable law, the university will review, on an individual basis, the date of a candidate's conviction, the nature of the conviction and how the conviction relates to an essential job-related qualification or function.

The Johns Hopkins University values diversity, equity and inclusion and advances these through our key strategic framework, the JHU Roadmap on Diversity and Inclusion.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

EEO is the Law. <https://www.eeoc.gov/poster>.

### **Accommodation Information**

If you are interested in applying for employment with The Johns Hopkins University and require special assistance or accommodation during any part of the pre-employment process, please contact the Talent Acquisition Office at [jhurecruitment@jhu.edu](mailto:jhurecruitment@jhu.edu). For TTY users, call via Maryland Relay or dial 711. For more information about workplace accommodations or accessibility at Johns Hopkins University, please visit [accessibility@jhu.edu](mailto:accessibility@jhu.edu).

Johns Hopkins has mandated COVID-19 and influenza vaccines, as applicable. The COVID-19 vaccine does not apply to positions located in the State of Florida. Exceptions to the COVID and flu vaccine requirements may be provided to individuals for religious beliefs or medical reasons. Requests for an exception must be submitted to the JHU vaccination registry.

### **Contact**

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Turner Delano of Koya Partners has been exclusively retained for this search. To express interest in this role please submit your materials by filling out our Talent Profile: <https://apptrkr.com/5059246> or email Turner directly at [hampton\\_idirector@koyapartners.com](mailto:hampton_idirector@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Bloomberg Center for Public Innovation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

### **About Koya Partners**

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit <https://diversifiedsearchgroup.com/koya-partners/>.