

THE PORT

Making Real Estate Work

VICE PRESIDENT OF ECONOMIC EQUITY





Compensation

The salary range is \$110,000 - \$125,000, depending on qualifications, with an excellent benefits package.



How to Apply

Applications will be accepted electronically by The Novak Consulting Group at thenovakconsultinggroup.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with the first review of applications on **September 10, 2020**.



Questions

Please direct questions to Jenn Reichelt at apply@thenovakconsultinggroup.com or 513-221-0500.

The Position

The Port is seeking a Vice President of Economic Equity to review, develop, and implement The Port's economic inclusion programs, policies, and strategies as well as monitor and evaluate success. This position will help shape and sustain an inclusive and equitable organizational culture as a member of The Port's leadership team and will advise and make recommendations to Port Leadership regarding opportunities to leverage the organization to achieve broader economic equity in the community.

This position will serve as the point of contact for The Port's economic equity matters and will assist in the development and implementation of "best in class" equitable development strategies. The Vice President will build relationships with minority individuals and communities throughout Hamilton County to increase the number and type of minority-owned real estate development firms interested in and qualified for acquiring and redeveloping Port-owned properties. In addition, this position will promote contracting opportunities to a more inclusive audience and develop strong working relationships with key community stakeholders, MWSBE (Minority Women Small Business Enterprise) firms, and developers.

The Vice President will work closely with the Chief Executive Officer and Executive Vice Presidents to develop and execute The Port's equity and inclusion plan, mission, and policies.



The Organization

Established in 2000 as the Port of Greater Cincinnati Development Authority, The Port is an economic development agency that initiates projects to improve property value and promote job creation throughout Hamilton County. The broad development-related powers granted under Ohio Revised Code 4582, as well as the extensive expertise of staff, allow The Port to take on complex projects that catalyze private investment.

The organization is focused on three key strategies – industrial revitalization, neighborhood revitalization, and public finance. In support of these initiatives, The Port offers partnerships, programs, and services to support the advancement of Hamilton County. These programs and services are available to small businesses, developers, entrepreneurs, homebuyers, and neighborhood advocates. Current programs and services include land banking, market rate and affordable housing, industrial and commercial redevelopment, Impact Investing, Commercial Revolving Loan Fund, USEPA Revolving Loan Fund, Down Payment Assistance, Third-Party Project Management, and the Foreign Trade Zone.

The Port is considered a “body corporate and politic” and, for some purposes, a political subdivision. Port authorities are each governed by a board of directors appointed by elected officials and have the responsibilities of a governmental entity, including holding public meetings and making its records available for public inspection. The Port is governed by a ten-member Board of Directors that has authority over all aspects of The Port’s management. Half of the Board is appointed by the Cincinnati City Council, and the other half is appointed by the Hamilton County Board of Commissioners. The Chair and Vice Chair of the Board are appointed internally by the Board. All members of the Board serve staggered four-year terms.

The Port receives its funding from Hamilton County, the City of Cincinnati, and charges for service. The Port’s operating budget for FY2018 was just over \$8 million. The organization has 27 staff members and is led by the President and CEO, who reports to the Board of Directors.

The Ideal Candidate

The Port is seeking a seasoned leader who is passionate about equity and inclusion to serve as the organization's first Vice President of Economic Equity. This individual is energetic, creative, and will have had success in developing and implementing actionable policies, programs, and strategies. This person demonstrates a high level of personal and professional integrity and is a team player who thrives in a fast-paced, dynamic organization. The successful candidate has a strong work ethic and operates with a high level of independence.

The ideal candidate is credible, personable, and approachable and works well with diverse groups of individuals, stakeholders, and organizations. The Vice President demonstrates excellent interpersonal and communication skills and is comfortable representing The Port at public events and leveraging partnerships.

The Vice President has strong time management and organizational skills and demonstrates attention to detail. With a proven ability to multi-task, the successful candidate can balance multiple organizational priorities, projects, deadlines, and expectations. This person is responsive, transparent, and remains calm during high-pressure situations.

The successful candidate is analytical and uses quantitative and qualitative data to design initiatives that increase diversity and foster inclusion throughout the organization. This individual uses data and performance metrics to inform decisions, measure success, and solve problems.

The Vice President advises Port leadership on internal professional growth initiatives designed to cultivate a supportive, equitable, and inclusive work environment.

Experience and Education

The minimum qualifications for this position include a bachelor's degree, seven (7) years of progressively responsible experience with principles of inclusion and equity, supervisory or leadership experience, financial acumen, and experience with community relations. Preferred qualifications include a master's degree in business administration or a similar field.



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The Community

Hamilton County is in the southwestern corner of the state of Ohio and neighbors southeastern Indiana and northern Kentucky. The County covers 414 square miles and is strikingly beautiful and bounded by rivers – the mighty Ohio, the Little Miami, and the Great Miami, whose valleys have created unparalleled vistas. The County is the third-most populous county in the state and is part of the Greater Cincinnati Region.

Hamilton County includes 49 local jurisdictions, with Cincinnati serving as the County seat. There are 22 public school districts within the County. In addition, eight higher education institutions serve the Greater Cincinnati Region, including the University of Cincinnati, Xavier University, Miami University, Thomas More University, and Northern Kentucky University.

The County was ranked number nine on Forbes' list of "The Best Cities For Raising a Family" and offers world-class public libraries, parks, and one of the nation's best children's hospitals. The Greater Cincinnati Region boasts many attractions, including major sports teams, museums, an aquarium, performing arts venues, cultural events, festivals, and special events. The County, in cooperation with the City of Cincinnati, operates the Public Library of Cincinnati and Hamilton County system with a main library and 41 branches.

For the outdoor lover, Hamilton County doesn't disappoint. The region offers a wide array of outdoor recreational activities ranging from fishing, boating, and kayaking to hiking, biking, and camping. The Great Parks of Hamilton County park district resides within the County and maintains a series of preserves and educational facilities, including 96 regional parks, 78 miles of trails, six golf courses, three campgrounds, two dog parks, and aquatic complexes.

QUICK FACTS

Population: 816,684

Median Household Income: \$54,976

Median Home Value: \$149,300

Median Age: 36.9 years

