

CALIFORNIA GOVERNMENT OPERATIONS AGENCY (GOVOPS)

Is Accepting Applications for

CHIEF EQUITY OFFICER

Annual Salary Range \$147,540 - \$164,328



Apply at calcareers.ca.gov

GOVOPS

The California Government Operations Agency (GovOPS) is responsible for administering state operations including procurement, information technology, and human resources. The mission of GovOps is to improve management and accountability of government programs, increase efficiency, and promote better and more coordinated operational decisions.



Job Description and Duties

The Chief Equity Officer (CEqO) serves as a member of the Government Operations Agency (GovOps) leadership team, partnering to develop and drive forward the key strategies that the Agency is implementing on behalf of the Governor. The CEqO will be responsible for establishing a statewide equity and inclusion framework. This framework will facilitate California's ability to develop a diverse workforce that can administer fair and equitable services to all Californians.

The position of CEqO will provide leadership and consultation on diversity, equity and inclusion to all state departments, with a focus on those that have a direct impact on state operations, procurement, information technology, and human resources. These departments include the California Department of Technology, California Department of Human Resources, and Department of General Services. Decisions made by these three departments impact how state departments handle everything from employment related practices to procurement, business, and information technology related practices.

Under the direction of the Secretary, the Chief Equity Officer is responsible for setting and implementing an overarching vision of diversity, equity, and inclusion (DEI) for the state as the employer, that works to eliminate systemic organizational marginalization and promotes inclusion practices that will be evidenced through our structures, customs and leadership.

This position provides telework opportunities, including the ability to work fully remote.



Special Requirements

This is an exempt classification. In addition to applying to this job posting, interested candidates must submit an application through the Governor's Appointments Website: <https://www.gov.ca.gov/application-for-appointment/>

All interested applicants are required to submit a Statement of Qualifications (SOQ). You must provide direct responses to each of the numbered items listed below. Each individual response must be numbered and include the full text of the numbered items prior to your response. Please include specific examples of your education, training, and/or experience. Limit your SOQ to a maximum of two (2) pages, single-spaced, twelve-point Arial font.

1. Describe your experience with designing policy and programs that address diversity, equity and inclusion with historically marginalized populations at the state or national level. What were your biggest lessons learned and what would you do differently in the future?
2. Describe your experience leading a complex initiative to improve diversity, equity and inclusion outcomes, including how you engaged stakeholders and led teams to implement a policy or program.
3. Describe your experience in program development, implementation, oversight, monitoring, and/or evaluation; if relevant, describe how you established effective controls, worked with state agencies, managed data and reported results.

Desirable Qualifications

In addition to evaluating each candidate's relative ability, as demonstrated by quality and breadth of experience, the following factors will provide the basis for competitively evaluating each candidate:

- Ability to perform and execute high-level and complex administrative, management and policy development, and implementation
- Skill to communicate effectively and work cooperatively with high level representatives from local, state, and stakeholder organizations
- Experience in collaborating with a variety of internal and/or external groups on diversity, equity and inclusion issues of a high profile and/or politically sensitive nature

Application Instructions

Who May Apply?

Individuals who are eligible to be appointed to this Exempt Position by the State of California.

Applications will be screened and only the most qualified applicants will be selected to move forward in the selection process.

How to Apply?

Complete Application Packages (including your Examination/Employment Application (STD 678) and applicable or required documents) must be submitted to apply for this Job Posting. Application Packages may be submitted electronically through your CalCareer Account at www.CalCareers.ca.gov. When submitting your application in hard copy, a completed copy of the Application Package listing must be included.

Address for Mailing Application Packages

Government Operations Agency
Attn: HR Personnel Office - Nicole Vigil
1515 S Street
North Building, Suite 500
Sacramento, CA 95811

Required Application Package Documents

The following items are required to be submitted with your application. Applicants who do not submit the required items timely may not be considered for this job:

- Current version of the State Examination/Employment Application STD Form 678 (when not applying electronically), or the Electronic State Employment Application through your Applicant Account at www.CalCareers.ca.gov. All Experience and Education relating to the Minimum Qualifications listed on the Classification Specification should be included to demonstrate how you meet the Minimum Qualifications for the position.
- Resume is required and must be included.
- Statement of Qualifications - *A STATEMENT OF QUALIFICATIONS IS REQUIRED*. Please see the Special Requirements section for instructions.

Benefits

Benefit information can be found on the CalHR and the CalPERS websites.

There are numerous benefits to joining our team! The State of California offers a competitive and comprehensive employee benefits package. Click [here](#) to view the benefits available to State of California employees!

Department Website: <https://www.govops.ca.gov>

Human Resources Contact: Nicole Vigil

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