



The Michigan Civil Rights Commission (MCRC) is searching for an Executive Director of the Michigan Department of Civil Rights (MDCR.) The state legislature established MDCR in 1965 as the staff compliment to implement the policies of the MCRC, which was created by the 1963 Michigan Constitution.

Responsibilities

The Executive Director is responsible for implementing the public policy set forth by the Civil Rights Commission. This includes providing executive leadership for the Department of Civil Rights and its one-hundred employees working in five offices throughout the state to enforce the civil rights statutes within the State of Michigan through complaint investigation, outreach efforts and educational programs that promote voluntary compliance with civil rights laws.

Michigan's civil rights laws extend protections against unlawful discrimination to everyone living in or visiting Michigan in the following categories: religion, race, color, national origin, sex, age, marital status, and disability, in the areas of education, employment, housing, public accommodation and public service. Also included under the areas of protection are height, weight, genetic information and misdemeanor arrest record in employment, and familial status in housing.

Candidate Credentials

- Considerable experience and a strong record as a civil rights leader; specifically a track record of success in managing complex organizations, including human resources, budgets, projects, administration and constituent/customer relations.
- History of success in playing an active role in civil rights issues; including having a vision and passion for the work of MDCR with specific involvement in promoting civil rights, diversity, and inclusion.
- Strong strategic planning experience, the ability to think and act strategically, as well as aiding staff and Civil Rights Commissioners to do so;
- Strong understanding of the law and the framework / jurisdiction in which civil rights are enforced, knowledge of Michigan civil rights statutes and protections.
- Ability to represent the Commission and department through public speaking engagements, media interviews, op-eds, and critical meetings relaying and

interpreting the mission and work of the MDCR. This will include excellent public relations skills, and the ability to engage the executive office, the state legislature and the judicial branch of government as strategic partners.

- Have a record of success in fundraising and obtaining grants, as well as a network of leaders in the for-profit, non-profit, and governmental sectors across the state.
- BS degree required, Masters, Ph.D. or JDs preferred.
- Minimum of ten years' experience, with five in an executive leadership role.

Application Process

Interested candidates should apply through State of Michigan on-line posting system NEOGOV <http://agency.governmentjobs.com/michigan/default.cfm>.