

Selection Criteria for the Executive Director of the Michigan Department of Civil Rights

Candidates for the position of Executive Director of the Michigan Department of Civil Rights will be selected based on a combination of appropriate experience and leadership characteristics, including but not limited to:

- A strong record as a civil rights leader, as demonstrated through considerable professional and/or lay experience;
- An understanding of the planning and implementation process through which the Michigan Department of Civil Rights and the Michigan Civil Rights Commission carry out their collective civil rights role;
- Ability to understand and facilitate the policy formulation process, and recognize the key role the Michigan Civil Rights Commission plays in its development;
- Willingness to seek and consider the input of staff, the Executive Office, legislators, community partners and the public in the formulation of policy;
- Strategic planning experience, including the ability to think and act strategically and have others, including the staff, do so;
- Active support for the value of training for individuals and organizations, including the staff and the Michigan Civil Rights Commission, to reduce and eliminate discrimination in all of its forms;
- A track record of success in managing complex organizations, including human resources, budgets, projects, administration and constituent/customer relations;
- An understanding of the law and the framework/jurisdiction in which civil rights are enforced; knowledge of Michigan civil rights statutes and protections;
- A passion for the mission and work of the Michigan Department of Civil Rights and the Michigan Civil Rights Commission, and excellent communication and interpersonal skills to convey that passion to the public, the media, the legislature and other partners and stakeholders;

- The ability, in addition to state allocations, to generate and/or procure revenue and resources necessary to support the mission and work of the Michigan Department of Civil Rights
- Access to a network of leaders, influencers and stakeholders in the public, private and not-for-profit sectors