

Vice President Talent, Equity, and Culture | Project for Pride in Living

kpCompanies is leading the search for the next Vice President of Talent, Equity, and Culture. This is an exceptional opportunity for a dynamic and experienced professional who will serve as a strategic thought leader and implementor for organizational development and racial equity at Project for Pride in Living (PPL).

THE ORGANIZATION: PROJECT FOR PRIDE IN LIVING

PPL is a premier nonprofit organization dedicated to empowering low-income people to become self-reliant through integrated services. PPL began as an affordable housing developer in 1972 and has since become a robust multi-service agency that today serves almost 13,000 low-income people annually.

Known for its work in driving for results that build stable families and strong communities, PPL has been a “go-to” nonprofit partner in the community. PPL’s dual focus on housing and jobs gets to the core of what makes a household function economically. When these fundamentals are missing, a host of other problems emerge. Stabilizing a household economically disrupts poverty and inequity and sets the stage for long-term self-reliance, helping ensure the next generation has a better future.

PPL has a deep and comprehensive strategy around diversity, equity, and inclusion. Recognizing the complexity and impact of race on our residents, program participants, staff, and community is a driving imperative at PPL. More than 80% of PPL’s participants come from BIPOC (Black, Indigenous, People of Color) communities that experience Minnesota’s racial inequities on a daily basis. PPL strives to ensure all of its programs are community-driven and resonate with the communities served to create positive outcomes and lasting change. An internal and external racial equity framework undergirds PPL’s work as an employer, community partner, and service provider.

In these challenging times, particularly for people with limited resources and few opportunities, PPL stays firmly committed to its vision of creating hope, assets, and self-reliance for individuals and families with lower incomes. Steadfast in its mission, PPL’s model of stabilizing the economics of a household through affordable housing and career training is now more relevant than ever.

Mission:

PPL builds the hope, assets, and self-reliance of individuals and families who have lower incomes by providing transformative affordable housing and employment readiness services.

Vision:

We envision strong, vibrant, diverse communities filled with individuals and families who have achieved stability and are contributing to the regional economy.

Statement of Equity:

PPL strives to be an equitable and inclusive organization committed to elevating the voices of the communities we serve that are disproportionately affected by system inequities.

POSITION PROFILE: VP of TALENT, EQUITY, AND CULTURE

As VP of Talent, Equity, and Culture this individual will partner with leaders across the organization to collaboratively build upon and execute a long-term vision for organizational development, racial equity, human resources, and community engagement functions. The VP of Talent, Equity, and Culture is an on-site position and actively participates in the organization's strategic planning and implementation processes as a member of PPL's Executive team and reports to the Senior Vice President of Operations. The role oversees the Human Resources Department and the Department of Equity & Engagement with a total of 4 direct reports. Key accountabilities fall into three general areas including:

ORGANIZATIONAL DEVELOPMENT & TALENT MANAGEMENT:

- Develops a positive, open, and supportive organizational culture while promoting performance improvement and staff development.
- Provides organizational leadership through design, guidance, performance feedback and fostering professional and personal growth and development, and development plans for succession.
- Establishes the strategic objectives for Learning and Organizational Effectiveness within the organization and executes against goals and objectives.
- Provides leadership for a learning environment that is conducive to professional development and continued training for all employees.
- Develops and implements PPL's Organizational Development (OD) strategy, serving as architect and champion to help the organization achieve our strategic priorities around constructive culture, leader development, and internal capability.
- Oversees, develops, and executes talent acquisition and retention strategies and plans, including directing the design and implementation of the organization-wide employment programs for recruitment and retention strategies, candidate identification and selection methods, and diversity and inclusion strategies and measurements.
- Develops and directs diversity recruitment strategies, including development and retention of a diverse workforce; ensures that diversity initiatives are aligned with the talent management strategy.
- Designs and implements integrated talent management solutions including, executive coaching, individual development planning, talent reviews, succession planning, and leadership development.
- Advances existing talent development strategies and initiatives in a manner that ensures/tracks the quality of assessment, dialogue, and follow-up across all levels of the organization.
- Guides and monitors progress of high potential employees and identifies positions that provide quality developmental opportunities; fosters a culture that integrates succession planning across the organization.

- Leads and develops results-driven performance management tools and processes that integrate with the organization's values and core competencies.
- Oversees, develops, and implements a progressive total rewards program balancing organizational resources with the need to maintain the organization's competitive position in the marketplace.

RACIAL EQUITY:

- Responsible for growing PPL's Race Equity through diversity, equity, and inclusion engagement efforts.
- Develops and expands an integrated system-wide diversity and inclusion strategy with demonstrable and measurable results and builds cultural competency as a capability throughout leadership and in the organization.
- Coordinates and executes PPL's racial equity strategy, including coordinating Intercultural Development Inventory assessments, planning learning & development opportunities, supporting racial affinity groups, collaborating with departments and programs in their effort to operationalize race equity in our programs and services, staffing PPL's Racial Equity Advisory Committee, and supporting the PPL Board of Directors DEI committee.
- Supports PPL's neighborhood engagement and partnerships, including managing PPL's internal Neighborhood Engagement Committee, and collaborating with programs to strengthen relationships with community partners.

WORKPLACE CULTURE:

- Develops, directs, and monitors strategies aimed at maintaining a healthy workplace culture including strategies, programs, and initiatives related to employee communications, engagement, and relations across and inclusive of all of the organization's programs and offices. Proactively drives effective employee communications in partnership with the leadership team.
- Proactively and effectively addresses components of workplace culture that impede organizational and individual effectiveness in a manner consistent with the organization's values.
- Fosters a culture of accountability, trust, recognition, and results among staff at all levels consistent with the short and long-term objectives of the organization.

REQUIRED QUALIFICATIONS:

- 5 or more years leading and implementing diversity, equity & inclusion programs and initiatives at a senior level.
- 5 or more years of developing, planning, and implementing organizational development structures and training.
- Bachelor's Degree in business, human resources, education, social science, or human service, or an equivalent combination of training and experience related to the duties of this position.

- Expert strategic skills with the capacity to build, develop, and lead strategic and operational plans and systems.
- Proven leadership and success in engagement and collaboration at the individual, community, and organizational levels, and strong interpersonal and relationship-building skills, with the demonstrated ability to engage and influence others.
- Commitment to racial equity and disparity reduction and understanding of the needs of low-income communities we serve.
- Excellent communication skills, including the ability to build relationships and develop effective partnerships, both internally and externally.
- Demonstrated ability to manage to an outcomes-based approach; proven experience of outreach and collaboration, managing to outcomes, and developing and using data to inform continuous improvement and decision-making.
- Must live or be willing to relocate to the Twin Cities Metropolitan area in Minnesota.

HOW TO APPLY

Interested candidates should submit cover letter, resume, and salary expectations no later than 9:00pm on Monday, April 18, 2022. You can apply in the following ways:

1. Apply via email Joelle Allen at joelle@kpcompanies.com.
2. Apply by mail at: Project for Pride in Living VP Search c/o kpcompanies, ATTN: Joelle Allen 5775 Wayzata Blvd, Suite 700, St. Louis Park, MN 55416.
3. Apply on LinkedIn at <https://www.linkedin.com/jobs/view/2833552148>

All submissions received in strictest confidence. Both kpCompanies and Project for Pride in Living are equal opportunity employers.