



# OMAHA, NE HUMAN RIGHTS AND RELATIONS DIRECTOR



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EXECUTIVE RECRUITMENT

### THE COMMUNITY

Founded in 1854, the City of Omaha has always been a dynamic, energetic city continually transforming itself. The Omaha metropolitan area is home to over 900,000 and Omaha is the largest city in Nebraska and the 42nd largest in the country. The city is home to Fortune 500 companies, including Berkshire Hathaway, Union Pacific Railroad, Peter Kiewit Sons' Inc and Mutual of Omaha Companies as well as Fortune 1000 companies: Green Plains, Intrado, TD Ameritrade, Valmont Industries and Werner Enterprises. The Gallup Organization is in Omaha. Offutt Air Force Base is also nearby.

In recent years, the Omaha riverfront and downtown area have experienced tremendous growth with over two billion dollars in new development. The Riverfront includes the newly opened Gene Leahy Mall with amenities such as a performance pavilion, state-of-the-art playground, interactive water features and more. Heartland of America Park and Lewis and Clark Landing are scheduled to open in 2023. The three parks will connect and bridge Omaha's Old Market Entertainment District, a historic area with innovative restaurants, local pubs, and jazz clubs, with the vibrant North Downtown.

North Downtown (NoDo) is home to the TD Ameritrade Park, which hosts the NCAA Men's College World Series and the award winning CHI Health Center Omaha, which attracts national talent. The facility is complemented by a two-million-dollar art project, "Illumina", which features more than 40 sculptures inspired by the 13th Century Carnival of Venice. Public art is visible throughout Omaha. Omaha also benefits from the performing arts, including the Omaha Symphony, Opera Omaha, the Omaha Community Playhouse and the acclaimed Omaha Theater Company. Kiewit Luminarium, a \$101 million center dedicated to science, technology, engineering, and math (STEM) is slated to open in spring 2023.

Omaha has no shortage of attractions. The Joslyn Art Museum holds more than 11,000 works of art including works by Monet, Renoir, and Pollock. The Henry Doorly Zoo and Aquarium, the Omaha Children's Museum and the Lauritzen Gardens are other popular attractions. A one of a kind \$22 million pedestrian bridge S-curves its way across the Missouri River, the signature, cable-stayed Bob Kerry Bridge is one of the largest pedestrian bridges ever constructed, giving residents and visitors breathtaking views of the Omaha skyline. The City also has over 125 miles of trails, eighteen aquatic facilities, 13 community centers and 11 splash parks or "spraygrounds."

Omaha offers vibrant and diverse neighborhoods with a range of housing from historic single-family homes to modern market rate urban lofts and new neighborhoods. Three public school districts, Omaha Public Schools, Millard Public Schools, and Westside Community Schools serve Omaha. Additionally, residents benefit from easy access to higher education with Creighton University, The University of Nebraska Omaha, Clarkson College, the College of St. Mary's, Grace University and Metro Community College all within the metropolitan region.

Omaha's continued growth and investment ensures that the community will continue to be a premier destination and regional economic center for the Midwest.



# DEMOGRAPHICS/GENERAL INFORMATION

Population: **487,300**

Square miles: **146.23**

Median home value (owner occupied):  
**\$167,800**

Median household income: **\$62,213**

Median Age: **34.9**

## Resident demographics by race:

White alone: **75.5 %**

Hispanic or Latino: **14.1%**

Black or African American alone: **12.1%**

Asian alone: **5.0%**

Two or more races: **3.1%**

American Indian or Alaska Native: **0.5%**

Native Hawaiian or Other Pacific Islander: **4.0%**



## THE CITY ORGANIZATION

The City of Omaha operates under a Strong Mayor-Council form of government. Mayors are elected to four-year terms. The Omaha City Council is comprised of seven elected officials, each serving four-year terms. Mayor Jean Stothert is serving her third term, first elected in 2013 and re-elected in 2017 and 2021. Prior to serving as Mayor, she served on Omaha City Council, representing District 5 in southwest Omaha.

Omaha is a full-service city, committed to providing quality customer service to its residents. The City is organized into the following departments: City Attorney, Human Resources, Human Rights and Relations, Finance, Planning, Parks, Recreation and Public Property, Fire, Police, Public Works, Convention and Tourism, and Library.

### THE DEPARTMENT AND THE POSITION

The Human Rights and Relations Department has four major responsibilities for the City of Omaha: Civil Rights Investigations and Enforcement Services, Economic Equity and Inclusion Program Administration, Community Outreach and Education and a Restorative Justice Program for people who commit misdemeanor offenses.

The Department oversees the operation of two appointed boards: The Human Rights and Relations Board and the Civil Rights Hearing Board. The Department also oversees and administers the Small and Emerging Businesses Program and the Economic Equity & Inclusion Program for the City.

The Director of Human Rights & Relations is an appointed (non-civil service) member of the Mayor's senior management team and reports directly to the Mayor. The Director oversees a staff of ten (10) individuals and administers a budget of approximately \$1.4 million dollars.





## EXPECTATIONS AND PRIORITIES

The next Director of Human Rights & Relations will have the opportunity to demonstrate leadership in the following ways:

- Develop a strong staff team with a commitment to customer service and responsiveness.
- Develop a comprehensive community education program to increase education and awareness of the City's Small and Emerging Business Program and the Economic Equity & Inclusion Program.
- Increase the department's offerings for training on discrimination, implicit bias and other areas of cultural awareness and diversity.
- Provide training and advice to the Human Rights and Relations Board.
- Advise the Mayor on plans and programs that reduce discrimination in housing, transportation, and public accommodations, as well as recommending programs that increase economic inclusion.
- Ensuring investigation and resolution for Omaha citizens in coordination with the Housing and Urban Development and Equal Opportunity Commission.
- Develop programs and inclusion initiatives for the local refugee and immigrant communities.
- Building strategic and lasting partnerships with the community partners, including the business community and community action organizations.
- Act as a senior level coach and mentor on human rights and relations to other department directors and employees across the City organization.

## CANDIDATE QUALIFICATION CRITERIA

The following criteria have been identified by the City of Omaha as positive traits and characteristics for the next Director of Human Rights and Relations.

### Candidate requirements

- A Bachelor's degree with major coursework in public administration, business, human resources, human relations, community development, political science or a related field. A Master's degree is a plus.
- Five years of experience performing advanced senior level administrative and supervisory work in EEO, HUD Fair Housing, ADA, Title VI and/or Small Business Development.
- At least five years' experience as a senior manager in a department or organization of comparable size and complexity. Seven to ten years' experience is preferred.
- Professional IMPA certification is a plus.
- Experienced in managing and administering a budget of comparable size and complexity.

### The ideal candidate will be:

- An excellent communicator, both oral and written.
- A diplomatic and tactful communicator, with demonstrated ability to mediate and resolve conflict.
- A collaborative leader, able to build partnerships and consensus with diverse stakeholders.
- A skilled manager, able to coach and motivate employees, while still holding individuals accountable for their performance.
- A strategic leader able to prioritize and measure program effectiveness.
- An active ambassador for civil rights within the community and able to create strong working relationships with strategic partners.



## COMPENSATION AND BENEFITS

Starting salary range is \$146,000 to \$156,000 DOQ with excellent benefits. The City offers group health insurance which includes major medical, vision and dental for the individual and family, including funding of an HSA, a defined benefit pension program, fourteen paid holidays and generous paid sick and vacation leave.

## HOW TO APPLY

Interested candidates should apply online at [www.govhrjobs.com](http://www.govhrjobs.com) by November 25, 2022 with a resume, cover letter and contact information for 5 professional references to Charlene Stevens, Senior Vice President, GovHR USA 630 Dundee Rd. Northbrook, IL 60062. Tel: (224) 282-8314. Interviews with the City of Omaha are anticipated for early January 2023. The City of Omaha is an Equal Opportunity Employer.



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