

State of Connecticut
ASSISTANT DIRECTOR
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

Is your passion and career in the field of civil rights, enforcing statutory protections against discrimination, and supporting human rights and opportunities? Do you also have management experience?

If yes, **explore your career options** with the nation's oldest civil rights agency, the Connecticut Commission on Human Rights and Opportunities (CHRO). Join us in making our state a better place to live for all citizens.

The CHRO enforces Connecticut's prohibitions on discrimination in employment, housing, public accommodations and credit transactions. The agency also monitors the state's compliance with affirmative action in employment, enforces the state's contract compliance requirements and examines issues of systemic discrimination. The staff is composed of over 100 highly trained professionals who investigate and prosecute cases of discrimination, draft legislation, review and approve state agencies' affirmative action plans and help small, minority, and women-owned businesses make gains in the state government contract market.

We are seeking a seasoned professional with proven leadership abilities and management skills to assist our director coordinating agency functions and overall implementation and enforcement of our statutory mandates. In collaboration with the director, you will provide direction and management oversight to all administrative and operational divisions. You will be expected to collaborate with staff on special projects, assess operations and make recommendations to increase organizational effectiveness. As assistant director, you will develop professional and community relationships with individuals and groups who support or impact the CHRO mission and develop consensus among diverse constituents.

The ideal candidate will have at least ten years of experience in investigating, reviewing, or enforcement of issues related to discrimination. Approximately five years of this experience should be in some managerial capacity, directing operations and supervision of professional staff. A bachelor's degree is required. A law degree grounded in civil rights and constitutional protections is preferred. Experience in affirmative action and contract compliance is strongly desired. Excellent oral and written communication skills and experience in public speaking is necessary.

The selected candidate should have considerable knowledge of discriminatory practices and the effect on economic and social circumstances of protected groups, and of the philosophy and principles of affirmative action and contract compliance. An understanding of the legislative and regulatory process and familiarity with the state budget process, labor relations and resolution of grievances is required.

The salary range is \$70,370--107,700, commensurate with experience. The total compensation plan includes a generous benefit package worth over 50 percent of the employee's annual salary. Benefits and options include: a choice of medical and dental plans designed to suit your needs, long and short-term disability, life insurance, excellent retirement plan, deferred compensation plan, 12 paid holidays, personal leave, sick leave and a generous vacation plan.

Please forward resume or CV and current salary by 5:00 p.m., July 24, 2007.



Email: special.recruitment@ct.gov
Fax: 860-622-2907
Or mail to: Patsy McLaughlin
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The State of Connecticut is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities.