



An Equal Opportunity/Affirmative Action Employer

Announcement of Intention to Fill a Job Vacancy

Assistant Deputy Superintendent for Climate Resilience (Director Financial Services Programs 2, SG-33)

Location: One State Street, New York City

Business Unit: Climate Division

Negotiating Unit: Professional, Scientific and Technical (PEF)

Please note that a change in negotiating unit may affect your salary, insurance and other benefits.

Salary: The starting salary for this position is \$137,387 with periodic increases up to \$166,013.

Positions located within the New York City metropolitan area, as well as Suffolk, Nassau, Rockland, and Westchester Counties, are also eligible to receive an additional \$3,087 annual downstate adjustment.

Appointment Status: Permanent

Appointment to this position is pending Governor Appointment's Office and Division of Budget approval.

The New York State Department of Financial Services seeks to build an equitable, transparent, and resilient financial system that benefits individuals and supports business. Through engagement, data-driven regulation and policy, and operational excellence, the Department and its employees are responsible for empowering consumers and protecting them from financial harm; ensuring the health of the entities we regulate; driving economic growth in New York through responsible innovation; and preserving the stability of the global financial system.

Overview of the Department of Financial Services and the Climate Division

The Department of Financial Services (DFS) supervises and regulates the activities of nearly 1,800 insurance companies with assets of over \$5.5 trillion and more than 1,400 banking and other financial institutions with assets totaling more than \$2.9 trillion. DFS has established itself as a national leader in climate-related financial supervision. **It is the first U.S. financial regulator to establish expectations for [banks](#) and [insurers](#) on managing the financial risks from climate change and the first to issue detailed [guidance](#) for insurers on managing climate risks and opportunities.**

The Climate Division was established in November 2021 to position DFS at the forefront of climate action in the financial sector, fulfilling DFS's mandate to ensure the safety and soundness of its regulated entities as they manage the climate risks while supporting financial institutions' role in advancing the low-carbon transition and enhancing communities' resilience. The Climate Division works in collaboration with all divisions of DFS.

The Climate Division is seeking an Assistant Deputy Superintendent of Climate Resilience to lead the development of a new program to activate the financial service industry's power to support climate resilience, with a focus on disadvantaged communities.

Job description

The recent [report](#) by the Intergovernmental Panel on Climate Change highlighted the devastating impacts of climate change which are worse than anticipated and are fast outpacing our efforts to adapt. Climate change poses wide-ranging risks to the financial system and communities. Economically vulnerable communities, often minorities and communities of color, are particularly threatened with respect to physical devastation such as flooding. The financial service industry can play a positive role in supporting communities' climate resilience, especially disadvantaged communities. **DFS is in a unique position to activate such positive force of the financial service industry.**

DFS is looking for someone who is keen to make an impact, resilient and persistent in the face of obstacles, understands the complexity of factors driving human/community decision making (which are beyond facts and monetary incentives) as well as the interaction of forces impacting community resilience, and strives to find solutions with benefits for communities, various levels of government, and the financial service industry where others stall.

Duties include, but are not limited to, the following:

- Works across the Banking, Insurance, Capital Markets, and Research and Innovation Divisions to identify the unique roles that DFS can play in promoting communities' resilience, and to formulate, develop, and execute on a climate resilience program;
- Designs and implements interventions/partnerships that activate the financial service industry (insurers, banks, asset managers...) to enhance communities' climate resilience, especially disadvantaged communities;
- Is a resource and a champion to DFS regulated entities in their effort of supporting climate resilience;
- Works with other state and federal agencies, state and local communities, and other diverse stakeholders to advance climate resilience, particularly via the Banking and Insurance industry;
- Participates in and contributes to relevant national and international networks;
- Represents DFS at public events and networks;
- Is a thought leader and positions DFS at the forefront of climate resilience;
- Stays abreast of trends in the intersect between climate resilience and the financial service industry and updates stakeholders and agency management on a periodic basis; and
- Other duties as assigned.

Preferred Qualifications

- An advanced degree is preferred.
- Direct climate adaptation or resilience-related professional experience.
- An understanding of what systemic changes are needed to enable greater climate resilience.
- Comfort in developing a new program without a blueprint.
- A proven track record in designing, leading, and implementing complex projects.
- A proven track record in getting diverse stakeholders to work together, being a connector and a facilitator with strong stakeholder management ability.
- Experience working with disadvantaged communities.
- Strong willingness and patience to share your knowledge with others who may be novice in the field.
- Ability to convey technical and scientific concepts in wording for a less-knowledgeable audience.
- Meticulous in execution, attention to details.

Appointment method:

Candidates must meet the minimum qualifications listed below in order to be eligible for appointment.

Non-Competitive: A Bachelor's Degree in accounting, actuarial sciences, auditing, banking, business, business administration, business and technology, commerce, computer information systems, computer science, consumer sciences, criminal justice, cyber security, econometrics, economics, finance, financial administration, health, health administration, information systems, information systems engineering, information technology, internal controls, international or public affairs, law, market analysis, mathematics, public administration, public policy, risk management, statistics, taxation, or technology and eight (8) years of financial services experience with: 1) a regulated entity who has a regional, national and/or international presence; or 2) a governmental regulatory entity. This experience must include practical and technical knowledge about State, federal and/or international financial services laws, rules and regulations. Three (3) years of the experience must have been at a managerial level.

Substitutions: A J.D. or a Master's degree may substitute for one (1) year of specialized experience; and a Ph.D. may substitute for two (2) years of specialized experience.

To Apply: Interested qualified candidates must submit a resume and letter of interest **no later than August 28, 2023** to the email address listed below. Please include the Box # **(Box ADSCR-DFSP2-10068)** in the subject line of your email to ensure receipt of your application. **Email submissions are preferred.**

Cynthia Gavin
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Albany, NY 12257
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All candidates that apply may not be scheduled for an interview

Public Service Loan Forgiveness

Employment with New York State qualifies an individual for Public Service Loan Forgiveness (PSLF). This program forgives the remaining balance on any Direct Student Loans after you have made 120 qualifying monthly payments while working full-time for a U.S. federal, state, local, or tribal government or not-for-profit organization. To learn more about the program and whether you would qualify, please visit: <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

AMERICANS WITH DISABILITIES ACT: REASONABLE ACCOMMODATIONS

Under the Americans with Disabilities Act (ADA), the Department of Financial Services is required to provide reasonable accommodation for known physical or mental limitations of an otherwise qualified applicant with a disability if an accommodation would enable the applicant to perform the essential functions of the job. If the accommodation would constitute an undue hardship on the operations of the agency, the agency is not required to provide it.

Pursuant to Executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation, or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Office of Employee Relations at (518) 473-3130 or via email at response@oer.ny.gov.