



An Equal Opportunity/Affirmative Action Employer

## **Announcement of Intention to Fill a Job Vacancy**

---

### **CHIEF DIVERSITY OFFICER (Equal Opportunity Specialist 4, M-2)**

**Location:** Albany or NYC

**Business Unit:** Office of Diversity, Equity and Inclusion

**Negotiating Unit:** Management Confidential (MC)

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

**Salary:** The starting salary for this position is \$97,908 with periodic increases up to \$123,761.

**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.

The Department of Financial Services is seeking candidates for the position of Chief Diversity Officer in the Office of Diversity, Equity and Inclusion within the Operations Division. Duties include, but are not limited to, the following:

- Advises the Superintendent and Executive staff on diversity and inclusion matters at DFS;
- Identifies, designs, and implements agency-wide changes to ensure diversity, equity, and respect for all employees;
- Builds relationships with internal and external stakeholders to drive diversity-related messages throughout the organization with particular focus on staff recruitment, development, and retention;
- Leverages methods, metrics, and benchmarks for measuring Diversity Equity and Inclusion (DEI) progress and continuously improving efforts;
- Works closely with the Training Unit to develop programming to educate staff on DEI issues;
- Establishes and maintains internal reports to allow for effective measure of DFS diversity goals;
- Develops and fosters relationships with relevant external stakeholders and organizations to identify opportunities for partnership in furtherance of DFS' mission;
- Maintains a deep understanding of laws, regulations, and trends influencing DEI programs;
- Works with DFS procurement to promote opportunities for contracts with Minority and Woman owned Business Enterprise suppliers and vendors, and address contracting barriers where they may exist;
- Represents the agency in collaboration with the Governor's Office, other state agencies, external communities, and organizations to promote and advance diversity, equity and inclusion;
- Meets with advocacy groups to exchange information on agency equal opportunity policies, procedures, and practices;

- Gathers, researches, and analyzes data for use in statistical calculation to create workforce and diversity labor relations analysis reports;
- Supervises and trains staff; and
- Completes special projects as assigned.

**Appointment method:**

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

**Non-Competitive:**

Nine years of experience\* in equal opportunity, diversity and inclusion, or human rights. At least two years of the experience must have been at the supervisory level; OR one year of State services in an equal opportunity, diversity, and inclusion, minority business, employment compliance, human resources, or training position allocated at or above SG-23.

\*Qualifying experience includes working with organizations concerned with equal opportunity, diversity and inclusion, civil rights, minority business development, or similar programs; or in recruiting, training, and upgrading the educational and job qualifications of protected class members.

Substitutions: associate's degree may substitute for two years of the non-supervisory experience; bachelor's degree for four years; and J.D. or master's degree for five years.

**To Apply:** Interested qualified candidates must submit a resume and letter of interest **no later than September 19, 2023** to the email address listed below. Please include the Box # **(Box CDO-EOS4-10700)** in the subject line of your email to ensure receipt of your application. **Email submissions are preferred.**

Justin Lantier-Novelli  
Box# CDO-EOS4-10700  
New York State Department of Financial Services  
Office of Human Resources Management  
One Commerce Plaza, Suite 301  
Albany, NY 12257  
Email: NCE.Notifications@dfs.ny.gov  
Fax: (518) 402-5071

**Not all candidates who apply will 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](mailto:response@oer.ny.gov).***