



Job Title: Director of Diversity, Equity, Inclusion, and Access (DEIA)

Location: Hybrid Position includes 2-3 required office days in Fort Collins, CO weekly. As the Engine covers two states, travel throughout Colorado and Wyoming is expected, with primary travel along the Colorado/Wyoming Front Range.

Job Type: Full-Time

Overview: The Colorado-Wyoming Climate Resilience Engine (CO-WY Engine), at the forefront of climate resilience innovation, is seeking a Director of Diversity, Equity, Inclusion, and Access (DEIA). This role is pivotal in shaping and steering our organization's diversity, inclusion, and workforce development initiatives. The ideal candidate will bring a deep understanding of DEIA principles, experience in designing data-informed programs, and a proven track record in strategic partnership building.

Key Responsibilities:

- Lead the development and implementation of comprehensive DEIA strategies and programs, ensuring alignment with the CO-WY Engine's core values and objectives.
- Design and implement data-informed DEIA programs, utilizing metrics and analytics to guide strategy and measure impact.
- Establish and oversee processes for collecting, analyzing, and reporting data on program performance, ensuring transparency and continuous improvement.
- Build and maintain robust partnerships with community organizations, educational institutions, industry stakeholders, and government bodies to foster an inclusive and diverse ecosystem.
- Develop workforce development initiatives that promote diversity and inclusion, offering equitable access to opportunities within the CO-WY Engine network.
- Collaborate with internal teams and external partners to integrate DEIA perspectives into project development, operational practices, and decision-making.
- Design and conduct training and educational initiatives focused on diversity, equity, and inclusion for staff and partners.
- Act as a key policy advisor on DEIA matters, ensuring adherence to relevant legislation and best practices.
- Engage with diverse communities to understand and address unique needs and challenges.
- Represent the CO-WY Engine at relevant forums to showcase our commitment to DEIA and workforce development.

Qualifications:

- Bachelor's degree in a related field; Master's degree or higher preferred.
- Minimum of 7 years of leadership experience in DEIA, with a significant focus on data-informed program design and implementation.
- Demonstrated ability in developing, implementing, and evaluating DEIA strategies and workforce development programs.
- Experience in data collection, analysis, and reporting with a focus on DEIA initiatives.
- Strong track record of establishing and maintaining strategic partnerships.
- Knowledge of climate change, environmental justice, and related areas.
- Exceptional leadership and team management skills.
- Excellent communication skills, with the ability to engage effectively across diverse groups.
- Deep understanding of equity and inclusion challenges in a scientific, technological, or environmental context.
- Salary Range: \$100,000 to \$125,000, salary commensurate with experience and qualifications. Full benefits provided.

Application Process:

Submit a resume, cover letter, and a statement detailing experience in designing and implementing data-informed DEIA programs and partnership development to engage@co-wyengine.org.

Please use this subject line: “Application: Director of Diversity, Equity, Inclusion, and Access”

Application Deadline:

Tuesday, March 5th by Noon Mountain Time.

Compensation and Benefits:

- Salary range: \$95,000 - \$125,000
- 401K plan with employer matching options
- Insurance options (medical, dental, vision, life)
- Flexible Spending Accounts (FSAs) options
- Short-term and long-term disability coverage

About the Colorado—Wyoming Climate Resilience Engine (CO-WY Engine):

Led by Innosphere Ventures and funded by the U.S. National Science Foundation (NSF), the CO-WY Engine is a collaborative initiative focused on driving innovation in climate resiliency and sustainability across the Colorado-Wyoming region. The CO-WY Engine brings together a diverse network of partners to develop and commercialize technologies that address critical environmental challenges, foster economic growth and enhance community well-being. Visit www.co-wyengine.org for more information.