UNIVERSITY OF CALIFORNIA, OFFICE OF THE PRESIDENT
Director - Staff Development and Diversity
$80,800 Min to $113,200 Mid (Minimum of Range to Midpoint of Range)
Job Number: 20100342
Close Date: 12-13-10

Job Summary:

Develop, lead, coordinate, and design the implementation and evaluation of system wide Staff Training and Development strategies, programs and services to support the University's academic mission consistent with institutional resources, priorities and public accountability. Ensure that all local training and development strategies are integrated and aligned, by leading the system wide UC Learning and Development Consortium to achieve maximum effectiveness and efficiency of available resources. Provide expert guidance to campuses, medical centers, laboratory, and units of UCOP on all institutional training and development programs and services that have HR strategy and operational implications. Conduct training and development assessments to respond promptly to emerging issues and trends based on policy, operational, regulatory or legal requirements. Provide best practice guidance and consultation on training design, technologies and learning processes. Establish and report on metrics to evaluate the effectiveness and efficiency of the Staff Development function that affect the University's ability to hire and retain needed employees to perform its mission.

Provide system wide direction for staff diversity programs, so as to assure their alignment with university wide initiatives on diversity, climate and inclusion. Develop the means and methods that reinforce and align of Staff diversity programs with University wide diversity strategies and initiatives. Deliver responsive guidance and expertise to UC Senior Management, UC Office of the President, ten campuses, five medical centers, and one national laboratory on Staff Diversity topics and issues.

Job Requirements:

Bachelor's degree in business, public policy or related field, and eight plus years of management experience, or an equivalent combination of education and experience. Significant demonstrated experience in the design, development, implementation and evaluation of training and development programs for managers, leaders and executives. Demonstrated ability to work collaboratively in large, diverse and complex organizations and at various levels of management in a decentralized environment, while establishing and maintaining enabling relationships with external and internal constituents.

Evidence that shows original thinking and judgment to develop new concepts, solutions and procedures while taking into account legal, policy and operational needs. Strong consultative, coaching, group facilitation, interpersonal, written and oral communication skills, with a demonstrated ability to present complex issues using multiple media. Expertise in adult learning styles and applications experience in classroom and web-based environments.
Strong and demonstrated experience developing, implementing and assessing Diversity and Inclusion programs and initiatives in a large, complex and decentralized organization.

**Preferred:**
Masters Degree in a related field. Senior Professional in Human Resources (SPHR), Senior Professional in Human Resources with CA certification (SPHR-CA) or similar professional certification or designation.

For a complete job description or to apply for this position, please visit: 
\[ \text{jobs.ucop.edu/applicants/Central?quickFind= 53897} \]

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