

New Jersey Chief Racial Equity Officer Job Description

Structural racism has made Black and Latinx communities more susceptible to COVID-19. As a result, Black and Latinx people are dying in very high numbers that are disproportionate to their representation in the state's population. This deadly crisis demands an aggressive response that will comprehensively address the public health needs of communities that have been hit hardest by COVID-19 and that suffer various forms of social and economic distress. This response will not only lay the foundation for recovery from the pandemic, but will also invest in the future of Black and Latinx communities across the state.

The Chief Racial Equity Officer (CREO) will conceptualize, execute, and manage an operation that will direct resources necessary to facilitate recovery of areas ravaged by COVID-19 and to ensure their successful transition to healthy, stable, and thriving communities. The operation will be carried out in equal partnership with communities in a manner that respects their central role in identifying appropriate policies and practices to facilitate recovery and to achieve social and economic health and stability.

The CREO will be a member of the Governor's cabinet and will have the power and authority to carry out all aspects of the operation, including drawing such expertise and personnel from state agencies and departments as is required to ensure the operation's success.

The ideal candidate for this position possesses the following characteristics:

- excellent communication, interpersonal, and problem-solving skills;
- creativity and time-management skills;
- excellent judgment;
- a solid track record of effectiveness and accountability in government;
- a demonstrated ability to effectuate policy and to manage a diverse team of professionals with different skillsets from different parts of the state;
- a willingness to travel across the state and to work respectfully in meaningful partnerships with diverse communities; and
- demonstrated ability and willingness to listen to and respond appropriately to expressions of community concern