

CHIEF COMPLIANCE OFFICER

DISTINGUISHING FEATURES OF THE CLASS: This position is responsible for oversight, interagency coordination and accountability for the Minority Women Business Enterprise (MWBE) program as well as other areas of City, State and Federal labor and contract compliance standards and regulations. Work involves planning, developing and overseeing implementation of legislation, programs, procedures, and policies to increase MWBE participation in the contracting process, and to ensure compliance with other requirements. The incumbent provides guidance to City departments in establishing and attaining goals and objectives of the MWBE program. The incumbent monitors, compiles data, and reports on compliance rates. Duties are performed under the oversight of the Commissioner of Administrative Services or designee with latitude given to exercise independent judgment in carrying out details of the work.

TYPICAL WORK ACTIVITIES: (Illustrative Only)

- Enforces the City's Minority Business Enterprise (MWBE) Ordinance;
- Oversees a team responsible for performance analysis and supporting agency operations to ensure compliance with program requirements in relation to the MWBE program as well as other areas of City, State and Federal labor and contract compliance standards and regulations;
- Develops overall policies and implementation strategies for the MWBE program and collaborating City Agencies;
- Spearheading special projects around MWBE program compliance;
- Develops presentations and reporting on MWBE performance indicators to senior leadership on a periodic basis and to inform decisions and policies related to an equitable recovery;
- Oversees and updates ongoing contractor training with regard to compliance with the City's MWBE Ordinance;
- Provide individualized technical assistance to contractors, vendors and grantees;
- Assists in the resolution of complaints alleging violation of MWBE development and employment practices in accordance with federal, state and local laws pertaining to equitable minority business development;
- Presents and participates in internal and external meetings to clarify and discuss issues related to contract compliance, labor compliance, certification, or outreach programs;
- Conducts MWBE forums to advise MWBE communities of upcoming new construction projects and procurement programs;
- Collects data and prepares reports to include contract compliance reviews, wage underpay evaluations, and certification status correspondence;
- Advises and counsels management and procurement staff on complaints received regarding goal attainment and wage payment;
- Conducts internal and external training workshops to convey changes in regulations;
- Participates in bid evaluations to ensure contractor compliance;
- Assists, coordinates and directs other activities and programs as assigned by the Commissioner of Administrative Services;
- Coordinates annual events;
- Performs related work as required.

FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS:

- Experience in public policy analysis, program implementation and project management;
- Proven capacity in project management skills, including organizing and strategic planning;
- Ability to interface with all supervisory and frontline staff, including senior management and other respective stakeholders both in and outside government;
- Ability to build partnerships with senior staff, managers, supervisors, and employees, and operate as a trusted advisor;
- Thorough understanding of the City's Minority Business Development program;
- Thorough understanding of the City's Living Wage requirements with regard to applicable contracts;
- Thorough understanding of the City's apprenticeship requirements with regard applicable contracts;
- Thorough understanding of Labor Laws regarding compliance, including required employee training programs;
- Thorough understanding of methods and procedures used in preparing bid specifications;
- Thorough understanding of the formal bid process;
- Thorough understanding of the activities, organization and practices of groups engaged in efforts to support minority-owned and/or women-owned businesses;
- Thorough understanding of procedures used in collecting and interpreting statistical and demographic data;
- Thorough understanding of the principles and organization of administration;
- Working knowledge of personal computers and office equipment;
- Ability to Travel to offsite locations within a reasonable timeframe;
- Ability to keep records and prepare reports;
- Ability to relate to the barriers encountered by minorities and other protected classes regarding fairness, equal opportunity and affirmative action;
- Ability to evaluate internal procedures;
- Ability to exercise independent judgement;
- Ability to maintain accurate records;
- Ability to prepare reports;
- Ability to understand and follow oral and written instructions;
- Ability to effectively express ideas orally and in writing;
- Ability to establish and maintain effective working relationships as necessitated by work assignments;
- Physical condition commensurate with the demands of the position.

MINIMUM QUALIFICATIONS:

- A. Graduation from a regionally accredited or New York State registered college or university or one accredited by the NYS Board of Regents to grant degrees with a Bachelor's Degree and four (4) years of experience in the area of program compliance, contract compliance, construction supervision, contract review,

affirmative action, minority and women business enterprises or economic development initiatives; **OR**

- B. Graduation from a regionally accredited or New York State registered college or one accredited by the NYS Board of Regents to grant degrees with an Associate's Degree and six (6) years of experience as outlined in (A) above; **OR**
- C. Graduation from high school and eight (8) years of experience as outlined in (A) above; **OR**
- D. Any equivalent combination of training and experience as outlined by the limits of (A), (B) and (C) above.