



ASSOCIATE SUPERINTENDENT FOR HUMAN RESOURCES AND EQUITY

The Waterloo Community School District is seeking an experienced leader to direct, execute and monitor all administrative and operational functions of personnel, equity and affirmative action for a diverse district serving 11,000 students. This administrator is responsible for managing HR areas such as recruitment, diversity and inclusion, negotiations, training, benefits and compensation, hiring, retention and performance management.

Essential Functions

- Hiring, placement and transfer of staff
- Personnel development, contract interpretation and labor relations
- District equity programs
- Employee-related legal actions

Responsible for managing and monitoring equal employment and educational opportunity activities and assuring compliance with local, state and federal rules and regulations. The successful candidate must have strong interpersonal skills, organizational management skills, and a strong desire to contribute to a culture of trust, collaboration, integrity and teamwork.

Qualifications:

- Ed.D., Ph.D. (or Juris Doctorate) in educational leadership, human resources, law or other related field required
- Public Sector experience
- Advanced knowledge of state and federal HR laws and rules affecting public sector employment
- Knowledge of state and federal educational equity laws
- Demonstrated record of commitment and sensitivity to affirmative action, equal opportunity and human rights

This is 12 month position with will be in the range of \$160,000.