



VICE PRESIDENT, TALENT DEVELOPMENT

The Vice President, Talent Development leads Workforce Development efforts for the New Orleans Business Alliance. The Vice President develops and implements a comprehensive strategy to increase the availability of skilled and ready workers to meet local and regional industry demands. Through well-designed sector strategies, this position delivers effective programs for employment, retention, promotion, career advancement and succession planning for local employers.

The Vice President works with the Executive Vice President & COO, NOLABA's senior leadership team and the New Orleans Workforce Development Board to determine vision, strategy, short and long range goals, operating budgets, capital plans and effective governance policies. The Vice President, Talent Development is responsible for marketing, enrollment, budget, data management and analysis, grant management and compliance, and assisting in the design and development of new programs. The Vice President works closely with staff to achieve the goals of the Talent Development team in accordance with the long-term strategic mission, core values, and purposes of the NOLABA and Workforce Development Board.

The Vice President, Talent Development reports to, and also performs other duties as assigned by, the Executive Vice President & COO. This position and the Talent Development team (staff of 5) provide staffing support to the Workforce Development Board.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Aligns workforce and training programs with academic, industry and public sector needs
- Develops and promotes career pathways in targeted sectors, a key role in developing effective partnerships with businesses and industries in the identification of training needs, including conducting quantitative and qualitative training needs assessments, and development of customized workforce solutions
- Employs innovative sourcing strategies and talent development programs to expand the pipeline of qualified candidates
- Provides leadership in course and programmatic design, instructional delivery and assessment activities, conducting research and analysis to evaluate viability of new and existing non-credit programs
- Advises business and industry partners, agencies, stakeholders, and community organizations on grant options to support prospective and incumbent workforce skills improvement
- Provides overall leadership for the Talent Development team: supervising, leading and coaching the Talent Development team and providing progress reports to Executive Vice President & COO, and Senior Leadership Team, on which the Vice President, Talent Development serves



NEW ORLEANS BUSINESS ALLIANCE

- Provides management oversight of all curriculum planning, program development and implementation, and program review, supervision and leadership to staff
- Provides leadership in strategic planning for the division, budget development, and the creation and assessment of institutional effectiveness measures in all assigned areas
- Helps identify and secure appropriate institutional resources to support professional development of talent development staff
- Serves as the Organizational liaison to a variety of economic and workforce training agencies, employer partner organizations, and other state, local and university committees as appropriate
- Responsible for area alignment with college and university strategic initiatives and facilitates the preparation of short- and long-term plans in support of partners' mission, vision and goals
- Oversees the development of marketing strategies and outreach processes leading to enrollment and programmatic recognition and growth among employers and job seekers
- Responsible for communicating with the Senior Leadership Team and Finance Team in regards to grants proposals
- Ensures compliance with applicable federal, state, and local regulations, accrediting commissions, licensing requirements, and with administrative regulations and Board policies as appropriate
- Performs all other related duties as assigned

QUALIFICATIONS & JOB REQUIREMENTS:

- Bachelor's degree (B.A.) from four-year college or university is required; Master's degree in business, economics, public administration or other related degree is preferred
- Five (5) years of mid-to-senior level supervisory management and budgeting experience in workforce and talent development programs
- Background in workforce development and training, needs assessment, grant development, and grants administration
- Demonstrated tactical experience along with the ability to think and act strategically with demonstrated success in managerial and leadership roles.
- Demonstrated experience in effectively promoting talent and workforce development programs to the community
- Demonstrated experience working successfully in a collaborative manner with diverse constituencies
- Excellent interpersonal skills and a personal commitment to equity
- Strong communication skills written and oral, and experience presenting information and summary reports internally and to the public



NEW ORLEANS BUSINESS ALLIANCE

- Proficiency in Microsoft Office applications (Outlook, PowerPoint, Excel, Word, etc.)
- Excellent project management and reporting experience; strong organizational skills and ability to handle multiple tasks and meet deadlines; manages competing interests and strong personalities
- Works comfortably in highly collaborative environment; team-oriented with ability to lead teams and gain consensus
- Ability to excel in a fast-paced environment with changing priorities and able to take a positive team approach to working with industry, government, and other partners; ability to set and enforce priorities and deadlines
- Self-starter and takes initiative
- Strong judgment and an understanding of when to escalate issues / problems, and to whom
- Motivated by challenges and opportunities with limited resources and budgets in a nonprofit environment
- Sense of humor
- Assiduousness
- Professional demeanor at all times; ability to act as a representative of NOLABA to the public

Attributes:

- Vision
- Interpersonal skills
- Sense of Humor
- Communication skills (written and oral)
- Team building ability
- Presentation skills
- Comfort with complexity
- Ability to adapt and thrive in an entrepreneurial environment
- High ethical standards and commitment to fairness and equity

Working Conditions:

- While performing the duties of this job, the individual may be required to travel within the New Orleans area and United States; international travel is not required.

NOTE:

- Applicants must be currently authorized to work in the United States for any employer.



NEW ORLEANS BUSINESS ALLIANCE

Physical & Mental Demands:

- While performing the duties of this job, the individual is regularly required to speak and hear
- Specific vision abilities required by this job include close vision and the ability to adjust focus
- Read and interpret data (emails, memos, letters, etc.)
- Ability to maintain visual attention and mental concentration for significant periods of time
- Ability to analyze and interpret data
- Ability to effectively communicate with superiors, peers and subordinates

Application Process:

To apply for this position, send the following documents via email to Careers@nolaba.org:

- Resume
- Cover Letter

In your email, please note “*NOLABA VP, Talent Development*” in the subject line.

NOLABA is an Equal Opportunity Employer

New Orleans Business Alliance (NOLABA) provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. NOLABA complies with applicable state and local laws governing non-discrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

NOLABA expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of NOLABA employees to perform their expected job duties is absolutely not tolerated.

All NOLABA employees are subject to the Organization’s Public Records Policies and Procedures.

CONTACT INFO / JOB LOCATION

New Orleans Business Alliance
935 Gravier St., Ste. 2020
New Orleans, LA 70112



NEW ORLEANS BUSINESS ALLIANCE

NOLABA's New Business Model

The New Orleans Business Alliance (NOLABA) is the economic development catalyst for the city of New Orleans with a mission to unite a diverse community of stakeholders who catalyze job growth, create wealth, and build an equitable and sustainable economic future for New Orleans. NOLABA is launching a new business model that is business-friendly, people-centered, place-based and resilient.

- **Business-Friendly:** The model builds upon its experience in business attraction and growth adding real estate development expertise, business, development and concierge services to support firms in their navigation of permitting, public infrastructure disruption and delivery of timely city services.
- **People-Centered:** The model heightens the value of the talent of citizens as a key driver of economic growth. By merging workforce development strategies, NOLABA better ensures employer access to a skilled and reliable workforce and worker access to career paths creating family supporting wages.
- **Place-Based:** Strategic neighborhood development strategies promote and support economic development in commercial corridors that have struggled to redevelop in the city's post-Katrina economy: Districts A & B (i.e., Hollygrove, Gert Town, Mid-City), District C (i.e., Algiers) and Districts D & E (i.e., New Orleans East, Gentilly, Lower 9th Ward). NOLABA's new place-based program combines business and industry growth, real estate development, economic development incentives and small business development expertise and capacity building.
- **Resilient:** NOLABA recognizes the implications and opportunities for a city below sea level to target the green economy as a strategic growth sector. The new business model focuses on developing several critical aspects of a thriving green economy: a skilled green-focused workforce; prepared small businesses and businesses owned by people of color; access to incentives to mitigate investors' risk; and providing a real-time laboratory for product development in the emerging green economy.

Ultimately, the NOLABA's new business model leverages the power of effective collaboration and partnership by providing a platform for innovation and giving local government, investors, foundations, financial institutions, business and industry leaders, and social entrepreneurs a dynamic vehicle to address issues of equity and sustainability through market-based approaches.