

**Director, MultiCultural Center
University of California, Santa Barbara**

Brief Summary of Job Duties

The Director of the MultiCultural Center (MCC) oversees all MCC operations, working to create a safe and welcoming campus environment for a racially and ethnically diverse student population that includes underrepresented minority students, students of color, international students, and students from marginalized communities. Collaborating with students and faculty, the MCC provides education and programming events (more than 100 events, 40,000 users annually) to the campus and broader community about issues of race, class, sexual orientation, diversity, equity, inclusion and social justice.

The Director takes a leadership role in initiating and bringing together members of Student Affairs and faculty from Academic departments and collaborates on topical issues with academic departments such as the Department of Black Studies, the Center for Black Studies Research, the Department of Education, Religious Studies, and other academic departments. The Director leads strategic planning efforts for the Division on the topic of diversity. Working with the Vice Chancellor for Student Affairs (VCSA), Assistant Vice Chancellor/Dean of Student Life (AVC/DOS), and VCSA Chief of Staff, the Director coordinates a division-wide effort for on-going training and development of staff in cross-cultural competence. The Director also serves as an expert advisor, resource, and advocate to campus and divisional leadership in addressing campus climate issues related to race, class, sexual orientation and diversity issues. Working collaboratively with campus and community partners, the director provides leadership in identifying areas of concern and need and establishes vision, programs, and policies that address those concerns and needs including race related, diversity and religion related events that are characterized as complex, and high impact/high risk, critical, and time-sensitive. The Director serves as a vocal advocate on issues that directly affect the communities the MCC serves. The Director works with the VCSA and AVC/DOS to design and lead SA programming for the campus related to social justice topics.

As Director of MCC, oversees all logistics involved in high level event planning including technical support. The Center also provides staff support and guidance to more than 50 affiliated student groups that present an additional 200 to 300 annual events (forums, panels, workshops, etc.) using MCC facilities and resources. The Director is the fiscal officer for the department and is responsible for supervising the development, marketing, and delivery of educational programs, direct services, and advocacy activities on behalf of students, faculty, staff, and community members. The Director as oversees the daily administrative, budgetary, and human resource functions of the department, which includes a 4500-square-foot facility (150-seat theater, lounge/art gallery, community-use kitchen, and meeting rooms).

Minimum Requirements

- Bachelor's Degree in related field or equivalent combination of education and experience
- A minimum of 5 to 8 years of experience, preferably in cultural centers or higher education institutes, creating programs and fostering student leadership around anti-racism and intersectional justice
- Visionary thinking and academic knowledge to support the development of cutting-edge programs that advance knowledge on race and social justice. Demonstrates a deep understanding of structural and systemic oppression.
- Proven success in strategic planning and program building
- Demonstrated history of strong leadership abilities, excellent interpersonal skills, and collaborative relationship building
- Outstanding oral and written communication
- Political acumen and demonstrated experience relying on creative problem-solving, flexibility, and conflict resolution skills in a space that is politically charged
- Experience working with students to facilitate their ideas and leadership as well as ability to advocate for students in spaces where there is a lack of student representation
- Demonstrated ability to supervise a diverse professional and student staff
- Experience and qualification to interact with the academic realm of the university in high caliber educational programming and the newly created Social Justice Certificate Program
- Demonstrated abilities to manage a budget and conceptualize ways to raise funds to maintain a critical social justice space

- Demonstrated understanding of, commitment to, and skill in fostering an equitable and inclusive campus community for all students, staff, and faculty.
- Knowledge of and experience with balancing the roles of advocate for students and campus administrator
- Understand UCSB's commitment to diversity, equity, and inclusion; being familiar with campus' important Department of Education designations as a Hispanic Serving Institution (HSI) and as an Asian American Native American Pacific Islander-Serving Institution (AANAPISI); and work to advance our goals of access, equity, and inclusion for all students, staff, and faculty in all aspects of campus life

Desirable Qualifications

- Advanced Degree in related field

Special Conditions of Employment

- Some evening and weekend work may be required
- Mandated reporting requirements of Child Abuse
- UCSB Campus Security Authority under Clery Act
- Satisfactory conviction history background check
- UCSB is a Tobacco-Free environment.

Pay Rate/Range: \$77,000 - \$102,500/yr., Salary commensurate with experience

Days/Hours: Monday - Friday, 8:00 am to 5:00 pm, some evening and weekend work may be required

The University of California is an Equal Opportunity/Affirmative Action Employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

Application Review begins: 10/12/21

Apply online at <https://jobs.ucsb.edu>

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