

**CITY OF LONG BEACH EMPLOYMENT OPPORTUNITY:
INNOVATION TEAM MEMBERS: RESEARCHER, DESIGNER, PROGRAMMER**

THE BLOOMBERG PHILANTHROPIES INNOVATION TEAM GRANT

The City of Long Beach (City) was selected by Bloomberg Philanthropies to receive an innovation team grant of \$3 million over a three year period to fund the creation of an in-house Innovation Team (i-team). The i-team will be comprised of professional staff with a broad range of skills, including expertise in project management, process design, software development, and social science research and theories, and up to three Fellows with similar skills. Experience with change management, customer service, and technology project implementation is desired as is a strong desire to develop innovative solutions to complex municipal challenges.

The i-team operates as an in-house consulting team in the City Manager's Office, working across multiple departments to provide innovative solutions to large, complex problems. As established in the grant application, the i-team's initial challenge is to improve access to City services and generate economic development citywide. Experience from other cities demonstrated that the Innovation Delivery approach has resulted in new solutions that have revitalized neighborhoods, reduced social issues and generated economic activity. After completing initial projects identified in the grant, the i-team will address priorities identified by city leaders, including enhancing civic engagement and improving neighborhoods and business districts throughout Long Beach.

THE POSITIONS

The City is seeking **multiple candidates** to serve as members of the City's new i-team. Under the direction of the Innovation Team Director, i-team members will perform a wide range of critical tasks to assess challenges, design innovative solutions, and support City departments to implement new ways to provide services and to identify solutions to top priority issues for the City. These unclassified, at-will positions are funded by a grant and expected to last no more than three years.

The City is seeking candidates with demonstrated experience in the following areas:

- Maintaining strong relationships with a broad set of stakeholders, including senior government officials and private and nonprofit sector leaders to generate innovative solutions and assess their feasibility;
- Providing excellent customer service, creativity and enthusiasm either in the role of consultant, project manager, support staff, or service provider;
- Working on high-energy, innovative teams to deliver results under tight deadlines;
- Achieving defined targets by regularly monitoring performance and resolving issues independently or in collaboration with team members when needed;
- Generating creative, innovative, exciting, and thoughtful solutions in a collaborative and sometimes high-pressure environment;
- Measuring or evaluating impact of public policies, programs or services;
- Communicating complex information in a range of formats with both internal and external stakeholders;
- Organizing and effectively managing large amounts of information, activity, and communication.
- Tracking performance measures, analyzing data, formulating recommendations, and reporting results to internal and external stakeholders;
- Establishing targets and delivering measurable results on time and within budget;

The City is seeking the following *specialized skills* or experiences (not all skills are required in every team member):

- **Social Scientist/Psychologist or Economist** with MA/MS/PhD and background in social sciences or public policy. The ideal team member will have experience conducting impact oriented research with implementation focus and quantitative aspects in the social sciences, with implementation focus and quantitative aspects, including research, analytics, and document development; as well as facilitating idea generation through implementation of studies, and gathering quantitative and qualitative data from individuals and groups; and working well with empirical data and statistics, to developing data-based recommendations for systems change;
- **Designer** with a BA/MA in visual, interactive, or industrial design, and 3+ years of experience in software design. The ideal team member will have graphic designing skills, layout skills, creative services flexibility, attention to detail, deadline-oriented, desktop publishing tools, acute vision, handles criticism in a constructive way; as well as experience delivering or completing projects in a high-pressure environment with multiple deadlines and workstreams; and preparing visual presentations by designing art and copy or digital layouts—effectively engaging all necessary stakeholders to support success and get results;
- **Software Programmer** with a BS/MS in Computer Science or equivalent, and 3+ years of experience in developer role. The ideal team member will have experience developing or designing software solutions; as well as software or computer programming skills including software algorithm design, software performance tuning, software design, software debugging, software development fundamentals, software documentation, software testing.

SALARY & BENEFITS

The salary for each of these positions is commensurate with work experience, but ranges from \$40,000 - \$80,000 per year depending on qualifications. The City's compensation package also encompasses an attractive benefits package listed below.

APPLICATION PROCESS

This recruitment will close at **5:00 p.m. on Friday, February 27, 2015**. To be considered for this opportunity, applicants must submit by email a resume and cover letter that reflect the scope and level of their current/most recent positions and responsibilities, including salary history.

- [If you are interested in applying for the Researcher position click here.](#)
- [If you are interested in applying for the Designer position click here.](#)
- [If you are interested in applying for the Software Programmer position click here.](#)

The City is anticipated to invite a small group of finalists to interviews in March 2015 with an appointment anticipated following the completion of thorough reference and background checks. Incomplete applications or candidates who clearly do not meet the minimum requirements of the position will not be considered. References will not be contacted until the end of the process upon consultation with the selected candidate.

This information is available in an alternative format by request to the Personnel Office at (562) 570-7120.

EQUAL OPPORTUNITY

The City of Long Beach is an Equal Opportunity Employer and values diversity at all levels of the organization.

BENEFITS

The City's compensation package also encompasses an attractive benefits package:

- **Retirement** – City offers CalPERS (2% at 62 unless current CalPERS member), coordinated with Social Security, up to the limits set by PERS
- **Vacation** – Twelve (12) days after one year of service; 15 days after four years, six months of service; 20 days after 19.5 of service.
- **Sick Leave** – One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.
- **Holidays** – Nine designated holidays per year, plus four personal holidays to be used at the employee's discretion.
- **Bereavement Leave** – Three days for death or critical illness of family member, plus three days of accrued sick leave, if needed.
- **Health Insurance** – Two plans are available: one HMO, and one PPO plan. The City pays major portion of the premium for employee and dependents depending on the health/dental plan selected.
- **Dental Insurance** – Two dental plans are available for employees and dependents.
- **Deferred Compensation** – Available through ICMA Retirement Corporation.

THE COMMUNITY

Ideally located on the Pacific Ocean south of Los Angeles, adjacent to Orange County, the City of Long Beach, California (population 490,566) is frequently described as a series of strong, diverse interwoven smaller communities within a large city. Enjoying an ideal Southern California climate, Long Beach is home to an abundance of cultural and recreational options. The Long Beach Convention Center, Aquarium of the Pacific, Queen Mary and the annual Toyota Grand Prix of Long Beach, plus a wide variety of other attractions (two historic ranchos, three marinas, and five golf courses), serve to draw 5.5 million visitors a year. The City is also home to California State University, Long Beach and Long Beach City College. Cal State Long Beach is the second largest university in the state and was recently ranked the No. 3 best-value public college in the nation. Serving the K-12 student population, the Long Beach Unified School District consistently ranks among the Top 10 urban school districts in the country.

Covering approximately 50 square miles, Long Beach is supported by a wide mix of industries with education, health and social services, manufacturing, retail trade, and professional services comprising the highest representation. Known for its livable and desirable neighborhoods, America's Promise Alliance named Long Beach as one of the 100 Best Communities for Young People two years in a row. While it offers all the amenities of a large metropolis, many say Long Beach has the added benefit of having maintained a strong sense of community and cohesiveness despite its growth. Long Beach is the seventh largest city in California, and has been referred to as the "most diverse city" in the country by USA Today. A superb climate, quality schools, a vibrant downtown, and a wide variety of neighborhoods help make Long Beach one of the most livable communities in the country.

CITY GOVERNMENT

Long Beach is a full-service Charter City governed by nine City Council members who are elected by district. The Mayor is elected at-large. Elected officials also include the City Attorney, City Auditor, and City Prosecutor. Elected officials are subject to a two-term limit, which allows them to serve for a maximum of eight years. The City Council appoints a City Manager to oversee the administration of 14 City departments, excluding those under the direction of a separately elected official, Board or Commission. In addition to its traditional services, Long Beach maintains one of the world's busiest seaports, which serves as a leading gateway for international trade. The City also has its own full-service commercial airport and is one of only three cities in California with its own Health and Gas & Oil Departments. Long Beach is supported by a total FY2012-13 budget of approximately \$2.9 billion,

with the General Fund budget totaling \$396 million. More than 4,969 full and part-time employees support municipal operations with the majority being represented by nine unions.