



USC University of
Southern California

Supplier Diversity Administrator Job Description

JOB INFORMATION

| | |
|--------------------------|----------------------------------|
| <i>Job Code:</i> | 157105 |
| <i>Job Title:</i> | Supplier Diversity Administrator |
| <i>FLSA Status:</i> | Non-Exempt |
| <i>Supervisory:</i> | |
| <i>Job Family:</i> | Purchasing/Procurement |
| <i>Job Family Group:</i> | Accounting, Finance and Banking |
| <i>Management Level:</i> | 7 Individual Contributor |

JOB SUMMARY

Develops supplier diversity program. Locates qualified diverse suppliers, actively working to build a diverse supplier base, and establishes and reports goals and metrics. Optimizes integration into procurement and strategic sourcing operations, working with university departments and principal investigators to develop government subcontract plans in compliance with relevant laws and regulations.

JOB QUALIFICATIONS:

Education

| <i>Req</i> | <i>Pref</i> | <i>Degree</i> | <i>Field of Study</i> | |
|------------|-------------|-------------------|-------------------------|----|
| X | | Bachelor's degree | | |
| X | | Bachelor's degree | Business Administration | Or |
| X | | Bachelor's degree | Finance | Or |
| X | | Bachelor's degree | in related field(s) | |
| | X | Master's degree | in related field(s) | |

Additional Education

Check here if experience may substitute for some of the above education.

Combined experience/education as substitute for minimum education

Work Experience

| <i>Req</i> | <i>Pref</i> | <i>Work Experience</i> | <i>Experience Level</i> | |
|------------|-------------|------------------------|---|--|
| X | | 3 years | developing and managing a supplier diversity program for a large, decentralized organization. | |
| | X | 5 years | developing and managing a supplier diversity program for a large, decentralized organization. | |

Additional Work Experience

Check here if education may substitute for some of the above work experience.

Combined experience/education as substitute for minimum work experience

Knowledge, Skills and Abilities

| Req | Pref | Functional Skills |
|-----|------|--|
| X | | Excellent organizational and time management skills. |
| X | | Excellent interpersonal, written and oral communication, presentation, and negotiation skills. |
| X | | Excellent analytical skills with the ability to proficiently review and manipulate spend and financial data. |
| X | | Proficient with Microsoft Office Suite. |
| | X | Experience working in higher education organizations. |
| | X | Extensive procurement and supply chain experience. |

Other Job Factors

JOB ACCOUNTABILITIES

| | % Time | Essential | Marginal | N/A |
|--|--------|-----------|----------|-----|
| Manages and maintains an up-to-date and robust database of diverse suppliers to be utilized as a key resource for various university operations (e.g., campus end users, procurement services, strategic sourcing operations). Develops and maintains a successful close working relationship with other university units, performing regular monitoring of small and diverse business spend and ensuring inclusion of diverse suppliers is integrated into procurement and sourcing activities. | | | | |
| Partners with department leadership to recommend procurement policies or standard operating procedures (SOPs) for including diverse suppliers, regularly monitoring policies and ensuring outreach efforts are in line with operational needs. Collaborates with key enterprise suppliers on capturing and implementing diverse spending opportunities. | | | | |
| Manages and maintains all elements of data and information for the office. Ensures data points (e.g., spend, supplier classifications, supplier database/listings) are accurate and relevant to management of the program. Ensures accurate, timely reporting to appropriate parties and agencies. Reviews and approves small and diverse business supplier applications to ensure supplier classification information is accurate and complies with federal standards. Troubleshoots missing or incorrect information directly with suppliers and provides guidance on proper use of classifications. | | | | |
| Works closely with university departments, divisions, and principal investigators to ensure compliance of diverse spend for sponsored project account and subcontract plan requirements. Serves as functional and accountable owner of regular sponsored project account and subcontract plan spend reporting requirements, maintaining accurate and appropriate records. | | | | |

Other Requirements

| Essential: | Emergency Response/Recovery | Essential: | Mandated Reporter |
|--|--|------------|---|
| | In the event of an emergency, the employee holding this position is required to "report to duty" in accordance with the university's Emergency Operations Plan and/or the employee's department's emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed. | | A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC's policy at: https://policy.usc.edu/mandated-reporters/ |
| Campus Security Authority (CSA) | | | Essential: |
| By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC's policy at: https://dps.usc.edu/alerts/clery/ | | | |

ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

Print Employee Name

Signature

Date

Print Manager Name

Signature

Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.