

K19-1040

COOPERATIVE ENDEAVOR AGREEMENT

CITY OF NEW ORLEANS

AND

FUSE CORPS, INC.

THIS COOPERATIVE ENDEAVOR AGREEMENT (the “**Agreement**”) is made and entered into by and between the City of New Orleans, represented by LaToya Cantrell, Mayor (the “**City**”), and FUSE Corps, Inc., represented by James L. Weinberg, CEO (the “**Consultant**”). This Agreement is effective as of October 3, 2019 (the “**Effective Date**”),

WHEREAS, Consultant is a non-profit corporation organized under the State of California;

WHEREAS, Consultant enables New Orleans to streamline and digitize processes to allow police officers to better serve the community.

WHEREAS, the City has been selected as a 2019-2020 FUSE Corps partner in its fellowship program (the “**Fellowship**”);

WHEREAS, the Fellowship recruits entrepreneurial professionals to serve in executive-level fellowships;

WHEREAS, the City and the Consultant entered into a previous Agreement in 2017, and as a result, the Consultant hired E. Aminata Brown (the “**Fellow**”) to provide services to the New Orleans Police Department (“**NOPD**”) to streamline and digitize processes to allow the police to better serve the community;

WHEREAS, the expected product of the first year of the Fellowship program was to develop an action plan for modernizing the department’s IT infrastructure;

WHEREAS, the expected product of the second, follow-on year of the Fellowship program is to implement recommendations from the action plan developed in the first year;

WHEREAS, pursuant to Article 7, Section 14(C) of the Louisiana Constitution of 1974, and related statutes, and Section 9-314 of the Home Rule Charter of the City of New Orleans, the City may enter into cooperative endeavors with the State of Louisiana, its political subdivisions and corporations, the United States and its agencies, and any public or private corporation, association, or individual with regard to cooperative financing and other economic development activities, the procurement and development of immovable property, joint planning and implementation of public works, the joint use of facilities, joint research and program implementation activities, joint funding initiatives, and other similar activities in support of public education, community development, housing rehabilitation, economic growth, and other public purposes;

WHEREAS, the City and the Consultant desire to accomplish a valuable public purpose of partnering through the Fellowship program;

NOW THEREFORE, the City and the Consultant, each having the authority to do so, agree as follows:

I. OBLIGATIONS OF THE CONSULTANT

The Consultant will engage the City in its 2019-2020 Fellowship program in accordance with the Statement of Work (“SOW”) attached hereto as Exhibit A. There will be one Fellow working under the direction of the Superintendent of the New Orleans Police Department.

II. OBLIGATIONS OF THE CITY

A. The City will participate in the FUSE Fellowship program in accordance with the Statement of Work attached hereto as Exhibit A, which includes the relevant timeline for the Fellowship program and the payment schedule.

B. The City will provide the Fellow with a dedicated workspace including a desk, phone and computer.

C. The City will reimburse Consultant for actual reasonable expenditures of Consultant for expenses that are necessary for the proper completion of the Services and shall only be payable if the City specifically authorized those expenses in advance.

III. FUNDING/COMPENSATION.

A. The total payment (“**Program Fee**”) for the City’s participation in the Fellowship program is \$75,000.00. Invoices will be issued 30 days prior to the scheduled payment date.

B. The City will allocate \$75,000.00 by October 3, 2019. The parties agree that the compensation includes all direct, indirect, and overhead costs incurred by the Agency in performance of the Work.

IV. DURATION.

This Agreement will be effective for six months from the Effective Date through April 2, 2020.

V. TERMINATION.

A. **Termination for Breach.** Either party may terminate this Agreement for breach. After providing written notice of such breach and providing 30 days to cure. If such material breach is not cured in 30 days, the Agreement may be terminated with 30 days’ notice.

B. **Early Termination.** If the Fellow selected for this project is for any reason unable to complete the planned 6-month project, then FUSE will reimburse the City for a pro-rated amount equal to \$12,500.00 per month for any portion of the six months that the Fellow was unable to complete through his/her last day of work.

VI. INDEMNITY.

A. **Duty to Indemnify the City.** To the fullest extent permitted by law, the Consultant will protect, defend, indemnify, and hold harmless the City, its agents, elected officials, and employees (collectively, the “Indemnified Parties”) from and against all claims, demands, actions, liabilities, losses (including, without limitation, economic losses), and costs, arising out of or related to (a) any actual act or omission in the performance of this Agreement by the Consultant, its employees, or any subcontractor or (b) any act outside the scope of this Agreement by the Consultant, its employees, or any subcontractor.

B. **Limit on Duty to Indemnify.** Notwithstanding anything in this Agreement to the contrary, the Consultant is not required to indemnify the Indemnified Parties for any loss that results from the gross negligence or willful misconduct of any of the Indemnified Parties.

C. Independent Duty to Defend. Notwithstanding anything in this Agreement to the contrary, the Consultant, at its option, will immediately defend the City from, or reimburse the City for the City's costs incurred in the defense of, any claim that actually or potentially falls within the scope of this indemnity, even if the claim is groundless, false, or fraudulent, or if the Consultant is absolved of liability.

D. Additional Limitations. Consultant will have no obligations under this Section with respect to infringement or misappropriation Losses arising from (i) modifications to any deliverables by any party other than Consultant or (ii) the City's failure to implement a revision to the Consultant deliverables, which if implemented, would have avoided the infringement or misappropriation.

VII. DISCLAIMER OF LIABILITIES.

The City and the Consultant each expressly disclaim, and each expressly waives, all warranties, express or implied, including, without limitation, warranties of merchantability and fitness for a particular purpose. The parties' liability relating to this Agreement shall in no event exceed the fees FUSE receives under this Agreement; however, this limitation shall not apply to Consultant's liability under the indemnity provisions of this Agreement.

VIII. INSURANCE.

A. Minimum Scope of Insurance. Coverage shall be at least as broad as the following:

1. **Commercial General Liability ("CGL").** Insurance Services Office Form CG 00 01 or similar acceptable to the City, covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than \$1,000,000.00 per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be twice the required occurrence limit.

2. **Automobile Liability.** ISO Form Number CA 00 01 or similar acceptable to the City covering any auto (Symbol 1, or Symbols 7, 8, 9), or if Contractor has no owned autos, hired, (Code 8) and non-owned autos (Code 9), with limit no less than \$1,000,000.00 Combined Single Limit per accident for bodily injury and property damage.

3. **Professional Liability (Errors and Omissions).** with limits no less than \$1,000,000.00 per claim.

B. Other Insurance Provisions. The insurance policies are to contain, or be endorsed to contain, the following provisions:

1. **Additional Insured Status.** Contractor will provide, and maintain current, a Certificate of Insurance naming The City of New Orleans, its departments, political subdivisions, officers, officials, employees, and volunteers are to be covered as "**Additional Insureds**" on the CGL policy with respect to liability arising out of the performance of this agreement. General liability coverage can be provided in the form of an endorsement to the Contractor's insurance (at least as broad as ISO Form CG 20 10 11 85 or both CG 20 10 and CG 20 37 forms if later revisions used). The Certificate of Insurance, as evidence of all required coverage, should name the City of New Orleans Risk Manager as Certificate-holder and be delivered via U.S. Mail to 1300 Perdido Street, 9E06—City Hall, New Orleans, LA 70112.

2. **Primary Coverage.** For any claims related to this contract, Contractor's General Liability insurance coverage shall be primary insurance as respects the City, its departments, political subdivisions, officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City shall be non-contributing to Contractor's coverage.

3. Claims Made Policies. The retroactive date must be shown and must be before the date of the contract or the beginning of work. If the coverage is canceled or non-renewed, and not replaced with another claims-made policy, Contractor must purchase "extended reporting" coverage for minimum of five years after the termination of this agreement.

4. Waiver of Subrogation. Contractor and its insurers agree to waive any right of subrogation which any insurer may acquire against the City by virtue of the payment of any loss under insurance required by this contract.

5. Notice of Cancellation. Each insurance policy required above shall provide that coverage shall not be canceled, except with prior notice to the City of no less than 60 days.

6. Acceptability of Insurers. Insurance is to be placed with insurers licensed and authorized to do business in the State of Louisiana with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the City.

IX. NON-DISCRIMINATION.

A. Equal Employment Opportunity. In all hiring or employment made possible by, or resulting from this Agreement, the Contractor (1) will not be discriminate against any employee or applicant for employment because of race, sex, color, religion, gender, age, physical or mental disability, national origin, sexual orientation, gender identity, creed, culture, or ancestry, and (2) where applicable, will take affirmative action to ensure that the Contractor's employees are treated during employment without regard to their race, sex, color, religion, gender, age, physical or mental disability, national origin, sexual orientation, gender identity, creed, culture, or ancestry. This requirement shall apply to, but not be limited to the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. All solicitations or advertisements for employees shall state that all qualified applicants will receive consideration for employment without regard to race, sex, color, religion, gender, age, physical or mental disability, national origin, sexual orientation, gender identity, creed, culture, or ancestry.

B. Non-Discrimination. In the performance of this Agreement, the Contractor will not discriminate on the basis, whether in fact or perception, of a person's race, color, creed, religion, national origin, ancestry, age, sex, gender, sexual orientation, gender identity, domestic partner status, marital status, physical or mental disability, or AIDS- or HIV-status against (1) any employee of the City working with the Contractor in any of Contractor's operations within Orleans Parish or (2) any person seeking accommodations, advantages, facilities, privileges, services, or membership in all business, social, or other establishments or organizations operated by the Contractor. The Contractor agrees to comply with and abide by all applicable federal, state and local laws relating to non-discrimination, including, without limitation, Title VI of the Civil Rights Act of 1964, Section V of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

C. Incorporation into Subcontracts. The Contractor will incorporate the terms and conditions of this Article into all subcontracts, by reference or otherwise, and will require all subcontractors to comply with those provisions.

D. The City may terminate this Agreement for cause if the Contractor fails to comply with any obligation in this Article, which failure is a material breach of this Agreement.

X. INDEPENDENT CONTRACTOR

A. Independent Contractor Status. The Contractor is an independent contractor and shall not be deemed an employee, servant, agent, partner, or joint venture of the City and will not

hold itself or any of its employees, subcontractors or agents to be an employee, partner, or agent of the City.

B. Exclusion of Worker's Compensation Coverage. The City will not be liable to the Contractor, as an independent contractor as defined in La. R.S. 23:1021(6), for any benefits or coverage as provided by the Workmen's Compensation Law of the State of Louisiana. Under the provisions of La. R.S. 23:1034, any person employed by the Contractor will not be considered an employee of the City for the purpose of Worker's Compensation coverage.

C. Exclusion of Unemployment Compensation Coverage. The Contractor, as an independent contractor, is being hired by the City under this Agreement for hire and defined in La. R.S. 23:1472(E) and neither the Contractor nor anyone employed by it will be considered an employee of the City for the purpose of unemployment compensation coverage, which coverage same being hereby expressly waived and excluded by the parties, because: (a) the Contractor has been and will be free from any control or direction by the City over the performance of the services covered by this contract; (b) the services to be performed by the Contractor are outside the normal course and scope of the City's usual business; and (c) the Contractor has been independently engaged in performing the services required under this Agreement prior to the date of this Agreement.

D. Waiver of Benefits. The Contractor, as an independent contractor, will not receive from the City any sick and annual leave benefits, medical insurance, life insurance, paid vacations, paid holidays, sick leave, pension, or Social Security for any services rendered to the City under this Agreement.

XI. NOTICES.

Except for any routine communication, any notice, demand, communication, or request required or permitted under this Agreement will be given in writing and delivered in person or by certified mail, return receipt requested as follows:

1. To the City:

Superintendent of Police
New Orleans Police Department
715 South Broad Street
New Orleans, LA 70119

&

City Attorney
City of New Orleans
1300 Perdido Street, Suite 5E03
New Orleans, LA 70112

2. To the Consultant:

James Weinberg
CEO, FUSE Corps
235 Montgomery St., Ste. 1110
San Francisco, CA 94104

Notices are effective when received, except any notice that is not received due to the intended recipient's refusal or avoidance of delivery is deemed received as of the date of the first attempted delivery. Each party is responsible for notifying the other in writing that references this Agreement of any changes in its address(es) set forth above.

XII. PERFORMANCE MEASURES.

A. Factors. The City will measure the performance of the contractor according to the following non-exhaustive factors: work performed in compliance with the terms of the Agreement; staff availability; staff training; staff professionalism; staff experience; customer service; communication and accessibility; prompt and effective correction of situations and conditions; timeliness and completeness of submission of requested documentation (such as records, receipts, invoices, insurance certificates, and computer-generated reports).

B. Failure to Perform. If the contractor fails to perform according to the Agreement, the City will notify the contractor. If there is a continued lack of performance after notification, the City may declare the contractor in default and may pursue any appropriate remedies available under the Agreement and/or any applicable law. In the event of a notification of default, the City will invoice the defaulting contractor for any increase in costs and other damages sustained by the City. Further, the City will seek full recovery from the defaulting contractor.

XIII. LIVING WAGES.

To the fullest extent permitted by law, the contractor agrees to abide by City Code sections 70-801, et seq., which requires payment of a wage to covered employees equal to the amounts defined in the Code (“**Living Wage**”). If the contractor fails to comply with the requirements of the Living Wage during the term of the Agreement, said failure may result in termination of the Agreement or the pursuit of other remedies by the City.

XIV. MISCELLANEOUS PROVISIONS.

A. Ownership of Documents. All products of work prepared, created, or modified by the Consultant in the performance this Agreement, including, without limitation, any and all notes, tables, graphs, reports, files, documents, records, disks, original drawings, or other such material, regardless of form and whether finished or unfinished, (collectively, “**Work Product**”) will be the property of the Consultant, who hereby grants the City a perpetual license to use said Work Product. The Consultant acknowledges and agrees that the City is the exclusive owner of all data originated by the City, whether such data was created, amalgamated, processed, or otherwise became available before, during, or after the term of this Agreement. Consultant may not use said data, including anonymous statistical data, without express written permission by the City.

B. Confidentiality. With respect to any information supplied in connection with the program and designated in writing by the delivering party as confidential, the receiving party agrees to: (i) protect the confidential information in a reasonable and appropriate manner; and (ii) use confidential information only to perform its obligations under the program. This confidentiality obligation shall not apply to information that is: (a) publicly known; (b) already known to the recipient; (c) disclosed to a third party without restriction; (d) independently developed; or (e) disclosed pursuant to a legal requirement or order.

Notwithstanding anything herein to the contrary, Consultant acknowledges that it has read and understands the requirements mandated by Louisiana Revised Statute 44:1 (Louisiana’s public records law. Consultant shall clearly mark each instance of information which is, in its opinion, proprietary or trade secret information. The City shall notify Consultant prior to the disclosure of the information requested pursuant to a public records request and of the determination of whether or not the information requested is subject to disclosure.

C. Prohibition Against Financial Interest in Agreement. No elected official or employee of the City shall have a financial interest, direct or indirect, in this Agreement, including

through any financial interest held by the spouse, child, or parent. Any willful violation of this provision, with the expressed or implied knowledge of the Consultant, will render this Agreement voidable by the City and shall entitle the City to recover, in addition to any other rights and remedies available to the City, all monies paid by the City to the Consultant pursuant to this Agreement without regard to the Consultant's satisfactory performance.

D. Non-Solicitation Statement. The Consultant swears that it has not employed or retained any company or person, other than a bona fide employee working solely for it, to solicit or secure this Agreement. The Consultant has not paid or agreed to pay any person, other than a bona fide employee working for it, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from this Agreement.

E. Convicted Felon Statement. The Consultant swears that it complies with City Code § 2-8(c). No principal, member, or officer of the Consultant has been convicted of or pled guilty to a felony under state or federal statutes for embezzlement, theft of public funds, bribery, or falsification or destruction of public records in the past five years.

F. Audit and Other Oversight. The Consultant will abide by all provisions of City Code § 2-1120, including without limitation City Code § 2-1120(12), which requires the Consultant to provide the Office of Inspector General with documents and information as requested. Failure to comply with such requests is a material breach of the Agreement. In signing this Agreement, the Consultant agrees that it is subject to the jurisdiction of the Orleans Parish Civil District Court for purposes of challenging a subpoena.

G. Jurisdiction. The Consultant consents and yields to the jurisdiction of the State Civil Courts of the Parish of Orleans and formally waives any pleas of jurisdiction on account of the residence elsewhere.

H. Governing Law. Any dispute arising from or relating to this Agreement or the performance of any obligations under this Agreement shall be resolved in accordance with the laws of the State of Louisiana.

I. Rules of Construction. This Agreement has been reviewed by all parties and shall be construed and interpreted according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of all parties. The headings and captions of this Agreement are provided for convenience only and are not intended to have effect in the construction or interpretation of this Agreement. The singular number includes the plural, where appropriate. Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved in favor of or against either party on the basis of which party drafted the language.

J. Severability. The parties intend all provisions of this Agreement to be enforced to the fullest extent permitted by law. Accordingly, if a court of competent jurisdiction finds any provision to be unenforceable as written, the court should reform the provision so that it is enforceable to the maximum extent permitted by law. If a court finds any provision is not subject to reformation, that provision shall be fully severable and the remaining provisions of this Agreement shall remain in full force and effect and shall be construed and enforced as if such illegal, invalid, or unenforceable provision was never included, and the remaining provisions of this Agreement shall remain in full force and effect.

K. Survival of Provisions. All representations and warranties and all responsibilities regarding record retention, access, and ownership, cooperation with Office of Inspector General investigations, and indemnification shall survive the termination of this Agreement and continue

in full force and effect.

L. No Third-Party Beneficiaries. This Agreement is entered into for the exclusive benefit of the City and the Consultant, and the parties expressly disclaim any intent to benefit any person that is not a party to this Agreement.

M. Non-Agency Relationship. No agency, partnership, joint venture or fiduciary relationship between the City and Consultant is involved or created with respect to this Agreement.

N. Non-Waiver. The failure of either party to insist upon strict compliance with any provision of this Agreement, to enforce any right, or to seek any remedy upon discovery of any default or breach of the other party shall not affect or be deemed a waiver of any party's right to insist upon compliance with the terms and conditions of the Agreement, to exercise any rights, or to seek any available remedy with respect to any default, breach, or defective performance.

O. Agreement Binding. This Agreement is not assignable by either party unless authorized by a validly executed amendment.

P. Modifications. This Agreement shall not be modified except by written amendment executed by authorized representatives of the parties.

Q. Voluntary Execution. The Consultant has read and fully understands the terms, covenants and conditions set forth in this Agreement and is executing the same willingly and voluntarily of its own volition.

R. Transferability. Neither party shall be permitted to assign or otherwise transfer any of its rights or obligations hereunder without the prior written consent of the other Party hereto.

S. Electronic Signature. The Parties agree that a manually signed copy of this Agreement and any other document(s) attached to this Agreement delivered by email shall be deemed to have the same legal effect as delivery of an original signed copy of this Agreement. No legally binding obligation shall be created with respect to a party until such party has delivered or caused to be delivered a manually signed copy of this Agreement.

T. Force Majeure. Neither party shall be liable for any delays or failures in performance due to the circumstances beyond its reasonable control.

U. Complete Agreement. This Agreement supersedes and replaces any and all prior agreements, negotiations, and discussions between the parties with regard to the terms, obligations, and conditions of this Agreement.

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[SIGNATURES CONTAINED ON NEXT PAGE]

IN WITNESS WHEREOF, the City and the Consultant, through their duly authorized representatives, execute this Agreement.

CITY OF NEW ORLEANS

BY: _____

LATOYA CANTRELL, MAYOR

FORM AND LEGALITY APPROVED:

Law Department

By: _____

Printed Name: _____

FUSE CORPS

BY: _____

JAMES WEINBERG, CEO

27-5469219

CORPORATE TAX I.D.

Exhibit A
Scope of Work:

Continuation of SUPERTech program:
Streamline and Digitize Processes to Allow Police Officers to Better Serve the Community
New Orleans Police Department
New Orleans, Louisiana

PROJECT CONTEXT

In the last five years, New Orleans has become a pioneer in police reform. The NOPD was one of the first police departments in the nation to assign body-worn cameras to all patrol officers and begin releasing video of officer-involved shootings and other critical events. Through its participation in the White House Police Data Initiative, the NOPD has publicly released a number of raw datasets on police activity, allowing citizens for the time to actively monitor their police force. One of the next big goals is for NOPD is to streamline its administrative processes and adopt as many measure as it can to become a paperless department.

To that end, NOPD entered into an Agreement with FUSE Corps in 2017 to host an executive-level Fellow for six months to develop an action plan for modernizing the department's IT infrastructure. The plan will be used to help bring the department into the 21st century and achieve the goal of becoming paperless as much as possible. The fellow that was selected, E. Aminata Brown, has been able to develop a number of strategies to launch key initiatives to build a more modern, professional and effective police department. The long-term success and sustainability of these reforms are dependent on the adoption of a sophisticated technology infrastructure.

PROJECT SUMMARY

The following project summary was initiated in the October 2019; the final six months of this executive advisor extension will focus on the final implementation of the program. Since October 2017, and with the assistance of the FUSE Fellow, the NOPD Superintendent's Office has gained a better understanding of the department's overall needs related to optimizing the use of technology to improve efficiencies. The FUSE Fellow's early Gap Analysis report outlined seven primary program tracks to address these needs and immediately launched these programs under the Superintendent's Technology Improvement Program (SuperTech) to work towards appropriate solutioning.

The program tracks include:

- 1) Document/Content Management,
- 2) Police/Incident Records Management,
- 3) Learning Management,
- 4) Fleet Management,
- 5) Financials System Management,
- 6) Scheduling and
- 7) Evidence/Inventory Management.

The FUSE Fellow established a Police Systems Strategy Team to gain direct input from all police ranks on existing and proposed system improvements, as well as key opportunities for further officer burden reduction efforts. The execution of the primary program track work resulted in the exposure of two additional major need areas including an early warning detection system for the Public Integrity Bureau

and a streamlined first responder communications system which resulted in the establishment of a City of New Orleans first responders' strategy team (a.k.a. Team One First).

Building on the ongoing work in each program track and the additional need areas, the Fellow continue to serve as an Executive Advisor and will provide continuous leadership on all SuperTech Program initiatives.

Key activities may include: leading discussions on new systems design/development (e.g., case/records management pilot, scheduling), implementation planning/execution (e.g., document/content management, evidence management) business process reengineering (e.g., Public Integrity Bureau automated workflow), vendor management, and overall change management to prepare impacted stakeholders including communications, training design/development, and organizational re-design/development (e.g., Compliance/Innovation Team) to sustain capabilities. The Executive Advisor will also continue to drive strategic outcomes for both the Police Systems Strategy Team and Team One First to maximize the breadth and depth of ownership/advocacy for all NOPD-driven technology improvement initiatives.

In summary, the Executive Advisor's third installment of six months will focus on operationalizing the key technology and business process improvement initiatives launched as part of the SuperTech Program during the FUSE Fellow's first year.

POTENTIAL DELIVERABLES

- *Continue implementation and oversee rollout* – Projects will most likely vary in scope from translating a paper form into a web form to creating a report that utilizes existing software to streamline daily management decision making in the field. The fellow will need to use their discretion to select implementation pilots that are impactful but accomplishable in the time frame of the fellowship. The fellow will manage each pilot, ensuring all those involved understand their roles and complete their responsibilities, all required resources are available, and the projects go forward in a timely manner. The fellow will evaluate progress and make changes to the plans as needed to ensure their ultimate success.

KEY STAKEHOLDERS

- **Shaun Ferguson**, *Superintendent of Police*, New Orleans Police Department
- **Dante Bidwell**, *Chief of Staff Superintendent's Office*, New Orleans Police Department

QUALIFICATIONS

- At least 15 years of professional experience in a relevant field, such as management consulting, process improvement, process mapping, performance improvement or change management.
- Proficiency in developing, managing, and/or implementing technological solutions for large organizations.
- Previous experience working in or with law enforcement or the U.S. Armed Forces in some capacity is preferred.
- Superior critical thinking and analytical skills. Ability to get up to speed quickly about the integration and application of multiple technologies to improve the lives of citizens across diverse populations.

- Ability to synthesize complex information into clear and concise summaries and recommendations.
- Ability to identify best practices, understand data and evidence and use it to support a business case, and make a persuasive argument to support recommendations.
- Strong record of success engaging a variety of cross-sector stakeholders and managing cross-functional teams. Ability to relate to a variety of diverse audiences and varying interests with strong emotional intelligence and empathy. Able to connect and collaborate across a variety of disciplines.
- Exceptional written and verbal communication skills with ease in public presentations.
- Self-motivated, goal-oriented, entrepreneurial leader who is an independent worker, resourceful in creating novel solutions to complex problems, persistent in obtaining information, and able to create direction and movement within potentially ambiguous environments.
- Flexibility, adaptability, persistence, humility, inclusivity, and sensitivity to cultural differences.
- Support and understanding the strength of diversity, and the need for solutions to support all regardless of race, religion, gender, immigration status, or ethnicity.