

Attachment A – Program Fact Sheet

ICMA Economic Mobility and Opportunity Special Assistants (EMO SA) Program

Program Sponsor:

International City/County Management Association (ICMA), with support from the Bill & Melinda Gates Foundation

Program Purpose:

To support 15 local governments in hiring senior-level professionals ("Special Assistants") dedicated to advancing community-wide strategies that improve economic mobility and opportunity.

Key Benefits:

- Up to **\$250,000** over 30 months for salary support for a full-time EMO Special Assistant
- Up to **\$100,000** in additional support for local programming, community engagement, travel, and technical assistance
- Coaching and cohort-based learning provided by ICMA
- Local flexibility to tailor job duties, title, and focus based on community needs

EMO SA Role Expectations:

- Serve full-time in a senior leadership position
- Report directly to executive leadership (e.g., City Manager or Assistant City Manager)
- Coordinate cross-departmental and cross-sector EMO strategies
- Launch a community co-design process within the first six months
- Develop implementation strategies and long-term sustainability plans

Eligibility Requirements:

- U.S. local governments with at least one executive team member who is an ICMA member
- Must provide full employee benefits to the EMO SA and, if needed, supplement salary to local senior-level norms

Application Deadline:

May 30, 2025 at 5:00 PM PT

More Information:

<https://icma.org/emo-sa>