

Director, HR People Data and Technology

Position Summary

The Director, HR People Data and Technology position is a strategic role designed to manage best in class HR data and technology capabilities and technology support services to support the HR function. This Director-level position is responsible for leading and overseeing all strategic HR technology initiatives at the University. This position directs a team of technology resources to manage existing and new HR technology assets. The incumbent will report to the AVP, HR IMPACT and Decision Support and manage a team of HR Specialists and Business Analysts.

Responsibilities and Duties

- Provide guidance, review of work outputs and oversight to People Data and Analytics Specialist, Functional Analysts, Technology Analysts and Data Engineers
- Collaborate with subject matter experts across HR service areas (learning and development, staffing, talent management, diversity, compliance) to promote data governance and stewardship, data quality and advancement of HR technology capabilities
- Support the HR IMPACT team, the HR function and HR customers to identify challenges and opportunities; translate to data insights
- Oversee data integration and availability across the University's HR technology along with inbound and outbound data integrations
- Strategically consider University and HR improvement efforts and align technology investment to serve as an enabler
- Oversee system administration and tenant management
- Oversee implementation of Workday releases to identify impact and enhancement opportunities
- Oversee Workday system security including creating and updating user roles and monitor dashboards to support decision making within the organization

Functional Area Outcomes

- Provide real-time reporting, analytics, and people insights, coordinated among multiple sources, to enable informed and accelerated decision making
- Promote data consistency, accuracy, and completeness with articulated data standards
- Support HR forecasting and predictive modeling
- Enhance automation and access across multiple devices
- Foster continuous innovation
- Practice and support agility to accommodate organizational changes and higher education dynamics

Knowledge, Skills and Abilities

- Manage third party vendors
- Create timely, practical, and tangible solutions with limited information, and make decisions during times of uncertainty

- Use excellent management skills to plan effectively and maximize results to meet both short and long range goals and objectives
- Lead teams and motivate others to maximize input and accomplish goals, especially after experiencing setbacks
- Demonstrate strong leadership capabilities with a passion to encourage idea generation across teams and develop people
- Lead and manage complex projects simultaneously while working under pressure to meet deadlines
- Build both organizational and individual capabilities
- Deliver value-add project outputs on time and on budget

Minimum and Preferred Qualifications

Required Experience: 7 years including 5 years of experience managing teams

Preferred Experience:

- Experience in the human resources field
- Strong familiarity with lean, project and program management, cloud technology (particularly in the HR domain), and vendor negotiations.
- Experience working for a four-year higher education institution and/or an affiliated health system

Required Education: Bachelor's degree

Preferred Certifications: PHR, SHRM-CP, SHRM-SCP, SPHR, project management (by PMI), or an equivalent, related professional qualification

Required Computer Applications: MS Office

Preferred Computer Applications: Workday and/or other SaaS-based HRIS software