
JOB DESCRIPTION: BUSINESS TECHNOLOGY STRATEGIST

DEPARTMENT:	Information Technology	REPORTS TO:	Director, Applications & EPMO
JOB CLASS:	Business Technology Strategist	PAY GRADE:	38
EXEMPT STATUS:	Exempt	DATE:	08/02/2013

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Business Technology Strategist facilitates the Rapid Application Development (RAD) process and helps identify, prioritize and manage the execution of creating solutions using a set of application platforms supported by the organization; including but not limited to SharePoint and Salesforce. This position also investigates the latest technology solutions available and determines if they are a best fit for the organizational strategy and enable more efficient and effective delivery of services and solutions to the customer.

ESSENTIAL POSITION FUNCTIONS:

- Develop and build consensus for a strategic vision and roadmap for the organization to identify and prioritize business process solution projects, consistent with the business strategies, which includes information governance policies and processes for the management and use of information.
- Manage the entire RAD solution life cycle from strategic planning to tactical activities
- Design, implement and facilitate a process for solution requests, analysis, prioritization, release cycle and implementation
- Top level technical expert in one or more highly specialized phases of applications systems analysis.
- Partner with business analysts, systems analysts, and engineers in requirements gathering and reviews.
- Responsible for analyzing and translating business, information and technical requirements into an architectural blueprint that outlines solutions to achieve business objectives.
- Work with enterprise architecture, application and infrastructure teams to produce an optimal, high level, conceptual design for the projects.
- Review current technology solutions and make recommendations based on fit with the organization's strategic vision
- Identify current one-off solutions within the organization and suggest an integrated solution that uses the core organizational platforms to minimize overall support and costs to the organization
- Manage communications and expectations with stakeholders
- Coordinate and oversee vendor management and negotiate solutions with end-users
- Work as an IT Strategist, defining business unit requirements and translating those into functional specifications
- Manage projects and analyze data and work in an organized and logical manner

- Work with Functional Managers and Project Managers to resource projects and manage the communication across all teams involved in implementation of solutions
- Manage, control, direct, and supervise assigned direct reports, including general leadership, planning, organizing, and reviewing
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others
- All work responsibilities are subject to having performance goals and/or targets established

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:

Education:

- Bachelor's Degree in Computer Science or Information Systems; or equivalent combination of education and relevant experience
- Master's Degree in Computer Science or Information Systems, preferred
- Industry Certifications in software, systems, network or project management disciplines preferred

Experience:

- Three years' supporting custom enterprise technology platform solutions
- Three years' SDLC methodologies experience
- Three years' business requirements and project management processes experience

Knowledge, abilities and skills:

- Ability to work with and through people to establish goals, objectives, and action plans
- Ability to consult with individuals and groups to ensure their needs and essential requirements are met
- Ability to critically evaluate information from multiple sources, reconcile conflicts, decompose high-level information into details and abstract low-level information to a more general understanding
- Ability to distinguish user requests from the underlying business needs and distinguish solution ideas from requirements
- Ability to facilitate and lead requirements elicitation workshops
- Knowledge of contemporary requirements elicitation, analysis, specification, verification and management practices and the ability to apply them in a fast-paced business environment
- Ability to effectively communicate with co-workers, peers and management through written and verbal communication
- Demonstrable skills in the effective use of Microsoft Visio and Microsoft Project
- Knowledge of product management concepts and how enterprise software products are positioned and developed
- Knowledge of process improvement methodologies such as Six Sigma or Total Quality Management

CORE COMPETENCIES FOR SUCCESS:

COMMUNICATION SKILLS <i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i>	CUSTOMER FOCUS <i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i>
INTERPERSONAL SKILLS <i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i>	FUNCTIONAL /TECHNICAL EXPERTISE <i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i>

MANAGER COMPETENCIES FOR SUCCESS:

COMMAND SKILLS <i>Relishes leading; Takes unpopular stands if necessary; Encourages direct and tough debate but isn't afraid to end it and move on; Is looked to for direction in a crisis; Faces adversity head on; Energized by tough challenges</i>	CONFLICT MANAGEMENT <i>Steps up to conflicts, seeing them as opportunities; Reads situations quickly; Good at focused listening; Can hammer out tough agreements and settle disputes equitably; Can find common ground and get cooperation with minimal "noise"</i>
LISTENING <i>Practices attentive and active listening with all groups/people; Has the patience to hear people out without interruption; Can accurately restate the opinion of others even when he/she disagrees</i>	MANAGING DIVERSITY <i>Manages all kinds and classes of people equitably; Deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; Hires variety and diversity without regard to class; Supports equal and fair treatment and opportunity for all</i>
DEVELOPING OTHERS <i>Provides constructive, concrete, behavioral feedback to others through monthly development discussions; Shares information, resources and suggestions to help others be more successful; Delegates challenging work assignments or responsibilities that will help the abilities and stretch others; Regularly meets with employees to review development needs, career aspirations and progress; Constructs compelling developmental plans and executes them; Creates a climate in which people want to do their best; Is a good judge of talent; After reasonable exposure, can articulate the strengths and</i>	TIMELY, QUALITY DECISION MAKING <i>Makes decisions in a timely manner, sometimes with incomplete information and under tight deadlines and pressure; Able to make a quick decision; Makes good decisions based upon a mixture of analysis, wisdom, experience and judgment; Sought out by others for advice and solutions; Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time</i>

<i>limitations of people inside or outside the organization</i>	
<p>PROCESS MANAGEMENT</p> <p><i>Good at figuring out the processes necessary to get things done; Knows how to organize people and activities; Understands how to separate and combine tasks into efficient work flow; Can readily see opportunities or synergy and integration; Can simplify complex processes; Gets more out of fewer resources</i></p>	<p>TEAM BUILDING</p> <p><i>Develops networks and builds alliances; Participates in cross-functional activities to achieve organizational objectives; Focuses time and energy to develop direct report team and peer team; Fosters commitment, team spirit, pride and trust; Recognizes and rewards people for their achievements and contributions to organizational success; Identifies and tackles morale issues; Provides training and development to employees; creates and participates in team building sessions; Empowers others; Makes each individual feel his/her work is important; Invites input from each person and shares ownership and visibility</i></p>
<p>MANAGING & MEASURING WORK</p> <p><i>Clearly assigns responsibility for tasks and decisions; Sets clear objectives and knows what to measure and how to measure them; Monitors process, progress, and results; Designs feedback loops into work; Holds self and others accountable for achieving goals and objectives</i></p>	<p>COMFORT AROUND HIGHER MANAGEMENT</p> <p><i>Deals comfortably with more senior managers; Presents to more senior managers without undue tension and nervousness; Determines the best way to get things done with more senior managers by talking their language and responding to their needs; Crafts approaches to working with more senior managers that are seen as appropriate and positive</i></p>
<p>MANAGERIAL COURAGE</p> <p><i>Doesn't hold back anything that needs to be said; Is not afraid to provide current, direct, and "actionable" positive and corrective feedback to others; Lets people know where they stand; Faces up to people problems on any person or situation quickly and directly</i></p>	

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Remote
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.