
JOB DESCRIPTION: SENIOR MANAGER, OPERATIONAL EFFECTIVENESS

DEPARTMENT:	Policy, Accountability, and External Affairs	REPORTS TO:	Director, District Accountability
JOB CLASS:	Senior Manager	PAY GRADE:	20
EXEMPT STATUS:	Exempt	DATE:	12/12/2013

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 Senior Manager, Operational Effectiveness collaborates with FLVS Leadership to ensure organizational operations are effective, efficient, and aligned with strategic objectives. The Senior Manager, Operational Effectiveness provides recommendations and drives action planning and change management to ensure optimal organizational performance through analysis of business outcomes and key performance measures. The Senior Manager, Operational Effectiveness works with various FLVS staff and departments to determine and establish procedures and quality standards and monitors these against defined expectations.

ESSENTIAL POSITION FUNCTIONS:

- Develop and communicate the vision for organizational effectiveness, aligned with company strategic plan and statutory requirements, through collaboration with FLVS Leadership
- Oversee the development of strategic plans and activities designed to enhance FLVS' ability to perform, monitor, and report on operational activities in a manner that is effective, efficient, and in compliance with internal and external requirements
- Map the new FLVS Strategic Plan to the Enterprise Business Score Card
- Lead organizational scorecard development, monitoring, and facilitation, including action plans for improvement when needed
- Analyze and evaluate organizational metrics against strategic objectives and provide recommendations for measure adjustments/changes to more effectively monitor performance
- Oversee ongoing district and school accreditation activities as required by AdvancED and SACS
- Remain current in industry standards and best practices regarding operational performance and compliance relevant to education industry and general business functions
- Lead internal policy development, documentation and maintenance, ensuring alignment with statutory requirements and internal needs
- Oversee the FLVS Policy and Procedures Manual and direct all policy activity to ensure that FLVS is creating, publishing, and following defined processes and procedures
- Develop, coordinate, and lead internal assessment and audit activities that support and drive operational effectiveness
- Design and implement internal controls that support best practice and fiscal responsibility in business operations
- Compile, analyze, and provide recommendation on action plans and process changes regarding trends identified in internal and external quality reviews

- Serve as an advisor and provide counsel to internal and external resources on process and process management
- Aid in the development, negotiation, and agreement of in-house quality procedures, policies and standards
- Model change management standards and act as a catalyst for change and improvement in quality and operations
- Work with management and operating staff to establish policies, standards, systems and procedures
- Oversee FLVS Standard Operating Procedures (SOPs) process including training managers, monitoring, and evaluating (SOPs)
- Perform internal audits of FLVS Standard Operating Procedures and data integrity and ensure external audit findings are implemented
- Liaise with external resources to represent FLVS with regard to operational audits and best practice, ensuring knowledge transfers to appropriate departments/individuals and optimal performance to industry standards and requirements
- 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; or equivalent combination of education and relevant experience

Experience:

- Seven years' experience leading operations, process management, and/or assessment or audit activities and projects
- Five years' experience leading, supervising, or managing others

Knowledge, abilities and skills:

- Knowledge of statutes, laws, and areas of compliance relevant to organizational operations and audits
- Ability to manage and administer a broad range of tasks including resolving complaints, and counseling managers and employees on the interpretation of policies.
- Ability to work with and through people to establish goals, objectives, and action plans
- Ability to assess potential risks and advise executive leadership on issues that may have an adverse effect on the business operations
- Strong written and verbal communication skills

- Strong presentation skills
- Ability to build and maintain positive relationships internally and externally
- Ability to prepare comprehensive reports and represent ideas clearly and concisely

CORE COMPETENCIES FOR SUCCESS:

<p>COMMUNICATION SKILLS</p> <p><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></p>	<p>CUSTOMER FOCUS</p> <p><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></p>
<p>INTERPERSONAL SKILLS</p> <p><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></p>	<p>FUNCTIONAL /TECHNICAL EXPERTISE</p> <p><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></p>

MANAGER COMPETENCIES FOR SUCCESS:

<p>COMMAND SKILLS</p> <p><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></p>	<p>CONFLICT MANAGEMENT</p> <p><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></p>
<p>LISTENING</p> <p><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></p>	<p>MANAGING DIVERSITY</p> <p><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></p>
<p>DEVELOPING OTHERS</p> <p><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</i></p>	<p>TIMELY, QUALITY DECISION MAKING</p> <p><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</i></p>

<i>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 limitations of people inside or outside the organization</i>	<i>accurate when judged over time</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: Orlando VLC
- 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.