



Vice President of Organizational Effectiveness and Strategic Initiatives/ Director of Title III

VPOE&SI/1
Organizational Effectiveness
BCAT CODE: 00140X
FLSA STATUS: Exempt

NATURE OF WORK

The Vice President for Organizational Effectiveness and Strategic Initiatives will report to the President and will partner with other university leaders and community leaders to research, plan, define, articulate, update, present and manage the ongoing execution of the Albany State University strategic plan; oversee organizational effectiveness; assess, measure and determine organizational metrics; identify and propose strategic initiatives, define data management and governance procedures; and initiate and carry out organizational assessments and research projects. Lead and direct the university's Title III initiatives.

TRAINING AND EDUCATION

Requirements:

- Master's degree
- At least five years' experience that includes establishing organizational metrics, evaluating results and improving/adjusting activities accordingly.
- Excellent verbal and written communication skills.
- Knowledge and understanding of business intelligence tools and capabilities.
- Demonstrated experience of successfully working across organizational boundaries.
- Experience in developing and implementing strategic plans and coordinating implementation efforts across a large organization.
- Experience in taking small pilots and experiments and scaling them to meet organizational needs.
- Demonstrated success in leading large and small organization change initiatives and in meeting organizational strategic goals.
- Experience in applying data analysis and predictive analysis to effect organizational change and improvement.
- Proven ability to collaborate and successfully manage groups and individuals across the organization to reach agreement.
- Experience in managing grant funds and grant funded projects.

Preferred Qualifications:

- Terminal degree.
- Demonstrated experience working with or in complex Higher Education institutions or other complex organization.
- Demonstrated experience managing a successful business intelligence initiative in a complex organization.

ILLUSTRATIVE EXAMPLES OF WORK

- Developing, managing and coordinating system-wide

- Business intelligence strategy;
 - Data governance;
 - Data analytics; and,
 - External, internal and regulatory reporting.
- Identifying and implementing comprehensive strategies, programs, and action plans that improve organizational performance.
- Building strategic, integrated solutions that address causes affecting performance by providing assessments and data analysis to the appropriate departments.
- Overseeing and monitoring progress of initiatives related to the strategic plan and developing metrics for college and system strategic initiatives.
- Assisting the colleges in the development and execution of their strategic plans.
- Identifying opportunities for improvement based on process and data analysis that will have a positive impact on ASU students, faculty or staff.
- Defining data models and measuring the effectiveness of business process initiatives.