

# Vice President of Information Technology- Remote

Regular Full-Time First\_Mid Level Mgr

St. Paul, MN, US

1 Attachments

5 days ago Requisition ID: 2517

Apply

**Salary Range:** \$135,000.00 To 135,000.00 Annually

**Location:** Remote work opportunity with preference given to candidates in the Minneapolis/St Paul area.

**Application Deadline:** Open until filled with applications reviewed on an ongoing basis.

## SUMMARY

We are seeking a forward-thinking Vice President of Information and Technology (VP of IT) to lead the evolution of our organization's information technology landscape. The ideal candidate will have a proven track record of assessing and enhancing IT systems necessary to support the needs of a rapidly growing organization while simultaneously leading the evolution.

The VP of IT at Pheasants Forever and Quail Forever will be responsible for leading the strategic vision and direction of our information technology (IT) function. The VP of IT will oversee the planning, implementation, and management of IT systems and services that support the organization's mission delivery with an emphasis on operations, innovation, growth, efficiency, and effectiveness. She/He will be responsible for championing the use of information and technology in the design of the overall business strategy. Communications and relations management with internal stakeholders will be critical to designing and implementing an enterprise-wide strategy. The VP of IT will also ensure the security, reliability, and performance of our IT infrastructure and data.

As a member of the leadership team, the VP of IT will serve as a key resource and advisor to the senior leadership team on the IT function.

## RESPONSIBILITIES

- Strategic IT Assessment and Gap Analysis
  - Conduct an initial comprehensive assessment of the current state of IT systems, identifying strengths, weaknesses, opportunities, and threats with an ongoing commitment to innovation.
  - Collaborate with key stakeholders to understand business goals and develop an IT strategy aligned with organizational objectives and stakeholder needs.
  - Advise on web development, CRM, and event-based processes, applications, and infrastructure with an eye towards advancement, while assessing current and desired consumer facing web functionality, payment/donation applications, and experiences.

- Identify gaps in the current technology and web development infrastructure and recommend innovative solutions to enhance connectivity, efficiency, security, and scalability.
- Develop and implement a roadmap for upgrading and modernizing IT systems.
- Strategic Planning
  - Formulate a strategic vision for the organization's information technology, outlining short-term and long-term goals.
  - Drive the development and execution of IT strategies that align with business objectives and foster innovation.
- Change Management
  - Implement change management processes to ensure a smooth transition to new IT systems and technologies.
  - Foster a culture of timely and continuous improvement, innovation, and adaptability within the IT department.
  - Monitor and report on the performance, availability, and security of IT systems and services.
- Vendor Management
  - Evaluate and select technology vendors that align with the organization's strategic goals and values.
  - Manage vendor relationships and negotiate contracts to ensure cost-effective and innovative solutions.
- Organizational Communication
  - Collaborate to ensure IT related information, updates, and changes are effectively communicated to the PF & QF team.
  - Nurture the partnership of IT and the organization, fostering alignment with organizational goals.
  - Partner with senior leadership on IT related updates, changes, and objectives.
- Team Leadership and Development
  - Build and lead a team of high-performing IT leaders, fostering a culture of collaboration, innovation, efficiency, transparency and continuous learning.
  - Develop and maintain department metrics to monitor and evaluate the timeliness and efficiency of support solutions, programs, and initiatives.
  - Provide high level oversight to ensure that all IT systems (hardware, software, office/telephone/AV equipment, and security protocols) are compliant from a legal and regulatory perspective, are best practices, are operationally sound, maintained, and documented and continuously evaluated and tested for proper operation, relevance, and utilization.
- Infrastructure & Operational Management
  - Oversee online platforms including payment mechanisms, CRM, and event-based processes, applications, and other infrastructure to align with organizational needs, priorities, and industry best practices.

- Align internal data analytics, to drive automation of internal data and outcomes assessments.
- Establish and maintain effective governance, policies, standards, and best practices for IT operations, projects, and processes.
- Evaluate and implement emerging technologies and trends that can enhance the organization's competitive advantage and customer value proposition.
- Monitor and report on the performance, availability, and security of IT systems and services.
- Establish and maintain effective governance, policies, standards, and best practices for IT operations, projects, and processes including **cloud migration/automation, data readiness for AI, and disaster recovery.**
- Compliance & Security
  - Ensure that the IT systems and strategies are aligned with federal and state grant compliance requirements.
  - Integrate security measures to safeguard sensitive data.
  - Provide oversight for end-to-end security, data loss preventions, anti-ransomware/phishing, and workforce cybersecurity training & education.

## QUALIFICATIONS

- Bachelor's or master's degree in information systems, Computer Science, Business Administration or related field, or equivalent work experience.
- A minimum of ten (10) years of direct experience working in a variety of IT functions.
- Five (5) or more years of progressive IT leadership roles.
- Proven track record of developing and implementing IT strategies that support business growth, innovation, and transformation.
- Strong background in Microsoft Dynamics 365, Azure, Dynamics CRM, and Power Platform products (Microsoft Customer Insights) – Journeys considered a plus.
- Strong knowledge of current and emerging IT technologies, platforms, and solutions.
- Demonstrated experience in IT strategic planning, organization design, leadership, development, and operational management.
- Outstanding leadership and strategic thinking skills with strong ability to effectively create, communicate, and implement the IT vision and inspire and motivate IT team.
- Experience with delivering cloud migration or SaaS transformation projects.
- Experience with leading multiple data architecture strategy creation and transformation efforts with measured results.
- Expertise in budget planning and financial management of IT.
- Ability to drive organizational change within and beyond IT functions.
- Excellent verbal and written communication skills, including the ability to explain technology to business leaders, Board members, and others not immersed in technology.
- Ability to collaborate effectively with senior executives, partners, vendors, and other stakeholders.
- Affinity for the mission of Pheasants Forever and Quail Forever.
- Overnight travel for conferences, national team and other staff meetings, Pheasant Fest, trade shows and other partner events ~ 5% travel annually

**SALARY:** Starting at \$135,000 based on qualifications, experience, and internal alignment.

**APPLICATION REQUIREMENTS:**

Please combine your cover letter explaining why you would be a good fit for this position, along with your resume, and 3 references into a single Word or PDF file before uploading on the Recruitment website.

**TO APPLY:**

Visit our website at: [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs). if you have questions about the position, contact James Koerber, Chief Financial officer at (651) 209-4913

For a complete list of benefits visit our website at [www.pheasantsforever.org/jobs](http://www.pheasantsforever.org/jobs)

**Organizational Profile:** Pheasants Forever is the nation's leading upland wildlife habitat conservation organization. The organization impacts more than 1.5 million acres of habitat annually. Our home office is in White Bear Lake (St Paul), Minnesota.

***Pheasants Forever, Inc and Quail Forever is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, status as a qualified individual with disability, or any other category that may be protected by law.***

Attachments (1)

2024 Pheasants Forever Benefit Summary - Final.pdf