

Senior Director, Technology



U.S. FIGURE SKATING

U.S. Figure Skating is a 501(c)3 non-profit organization with the mission, "We create and cultivate opportunities for participation and achievement in figure skating." The organization operates in a complex structure and provides daily support for more than 600 member clubs nationwide. U.S. Figure Skating, the National Governing Body (NGB) for the sport of figure skating, is in Colorado Springs, Colorado and is a member of the United States Olympic and Paralympic Committee (USOPC) and the International Skating Union (ISU).

U.S. Figure Skating (USFS) is an Equal Opportunity Employer and does not discriminate based on race, color, religion, national origin, gender, gender identity or expression, sexual orientation, age, disability, or any other status or characteristic protected by law or regulation. We are committed to building and sustaining a diverse team by maintaining hiring and recruiting processes that are free from bias.

Don't Meet Every Requirement? If you are excited about this role but your experience does not align perfectly with every qualification in the job description, we encourage you to apply anyway. Your unique combination of passion, skills and experience could make you the right candidate for this position.

POSITION DESCRIPTION

The Senior Director, Technology is responsible for working with the Chief Executive Officer, senior leadership and the Board of Directors to develop and implement a strategic technology plan. The role is responsible for overseeing the USFS infrastructure and operations, leading a staff of approximately 6-8 full time team members, managing vendor relationships and contractors, and working with senior leaders to select and implement technology solutions.

The technology environment includes propriety applications developed with Microsoft Azure and deployed in a cloud-based environment as well as third-party vendor applications built on different technologies.

This role reports to the CEO, works with volunteers in leadership positions and frequently interacts with the skating community to understand their technology requirements. This position requires a dynamic leader who can respond to events and challenges on a real-time basis.

DUTIES AND RESPONSIBILITIES INCLUDE

- KEY RESPONSIBILITIES
 - Staying abreast of emerging technologies that can improve IT department performance, increase revenue, and improve operations.
 - Managing IT personnel and contractors.
 - Creating, documenting, and implementing IT policies and standards.
 - Building an IT Operating model that is consistent with the business strategy and

Senior Director, Technology



- financial resources of the organization.
- Ensuring that IT department strategies and processes provide appropriate support to company-wide goals.
- Overseeing contract negotiations with IT vendors, contractors, and service providers.
- Communicating with other senior leaders regarding costs, value, and risk-potential of new and existing IT projects.
- **FINANCIAL MANAGEMENT**
 - Works closely with the CFO and Treasurer to develop an annual budget and manage expenses against that budget.
 - Negotiates contracts to assure USFS receives value for its investments.
- **HUMAN RESOURCES AND STAFFING**
 - Creates an organizational climate that encourages and supports innovative thinking and problem solving and encourages team members to suggest better ways of working.
 - Effectively delegates responsibilities to optimize both IT effectiveness and staff development.
 - Recruits and leads a team with relevant technical skills while creating a great place to work, making sure everyone is held accountable for delivering results.
- **BUSINESS AND TECHNOLOGY STRATEGY**
 - Identifies risk factors to the organization and proactively takes action to lead and avoid consequences of those risks including cyber security and data security.
 - Communicates potential risks to the CEO and senior leaders on a timely basis.
 - Works with the senior leadership team to understand and define business requirements while identifying innovative solutions and opportunities.
- **TECHNOLOGY ARCHITECTURE**
 - Must be very familiar with cloud-based technology and application development and development in a Microsoft Azure environment.
 - Experience with web-development and ecommerce is essential as well as experience integrating applications across different technology platforms.
 - Strong understanding of technology architecture and design, application development methodologies, testing and application maintenance.

QUALIFICATIONS

The Senior Director, Technology must be an experienced nonprofit/for-profit IT professional who is skilled as a leader that can identify and leverage technology innovation that can support the Association's membership and create opportunities in a highly competitive sports market.

Senior Director, Technology



The Senior Director, Technology must be professionally and ethically unwavering, a self-starter, and highly motivated. They must have a consistent track record as a transformational leader, a skilled facilitator with outstanding interpersonal skills and abundant savvy. The successful candidate must be an excellent communicator who can convey positions, issues, risks, and opportunities in a clear and professional manner. Possession of strong IT strategic planning and problem-solving skills is vital.

Key attributes and experience of the Senior Director, Technology position include:

- Minimum of 10-12 years' experience with significant leadership experience. A minimum of 3-5 years' experience in sports-related technology, event and membership management technology and other relevant areas would be a plus.
- Confirmed ability to build a staff including the hiring and management of technology resources.
- Track record of developing an IT operating model that includes proprietary applications and vendor applications on different platforms.
- Show ability to delegate responsibility to staff while using the talents of a large, well-informed, and involved volunteer base.
- Confirmed ability to build positive relationships with team members at all levels, board members and volunteer leadership.
- Demonstrates an understanding of how to leverage technology to make USFS more relevant to today's youth and parents in the highly competitive sports industry.
- Possess excellent communication abilities including written, verbal and presentation skills. Must excel in presenting/representing athletes of all levels.

LOCATION

Colorado Springs, Colorado (Hybrid)

U.S. Figure Skating has a flexible work environment. Team members are required to work in the office three days per week; additional temporary remote opportunities exist throughout the year based on the organization's business operations.

COMPENSATION

\$150,000 - \$190,000 plus bonus potential
Compensation commensurate to experience

REPORTING REQUIREMENT

Reports to CEO

APPLICATION

Please send letter of application and resume to:
Marlene Heck, Human Resources Coordinator
mheck@usfigureskating.org

Please note telephone calls will NOT be accepted.

Candidate review will begin immediately. Applicants will be accepted until the position has been filled.