

## VP of Technology

[Application Link](#)

Compensation: \$165,000 - \$174,000  
Benefits Offered: 401K, Dental, Life, Medical, Vision  
Employment Type: Full-Time/Exempt

### Overview

The individual in this role will effectively lead the technology side of the business, which includes IT/IS and Data and Development.

### Behavioral Expectations

- Identify and seek personal and professional growth opportunities and proactively contribute to the success of the team and company.
- Courageously adapt, celebrate the achievements of others, and take pride in doing quality work.
- Develop and leverage self-awareness and self-management to establish and maintain genuine relationships with colleagues, leadership, and external stakeholders.
- Proactively learn about and consciously leverage your unique and powerful Strengths in a manner that supports cohesion and company-wide success.

### Tactical Objectives

- Provide inspired leadership, which means demonstrating your commitment to Coaching and fostering an environment where every team member demonstrates their commitment to our core values of being Humble, Hungry, and Smart.
- Utilize a business-first mentality when structuring team member workload, which means leveraging your knowledge of each Team Member's Strengths to support consistently strong performance and engagement.
- Establish and communicate goals and effectively Coach the IT/IS and Data and Development teams to ensure they understand and meet those goals.
- Participate in established Leadership, Senior Leadership meetings, and act as chair for all technology and data security committees.
- You will need to work in conjunction with:
  - **IT/IS and Data and Development Team** to ensure short and long term tactical and behavioral goals are clearly communicated, monitored, and addressed.
  - **Your Coach** to ensure the information, guidance, and priorities communicated to the IT/IS and Data and Development team align with what the company needs and proactively address concerns with misalignment in a timely and straightforward manner.
  - **Leadership and Senior Leadership** to receive, suggest, and support the business's process and address potential or actual legal, reputational, people, operational, or revenue-related risks.

### Required Skills, Abilities, Experience, Education/Certifications

- At least five years of experience leading an IT/IS team with at least 10 years of experience in the IT/IS and data world.
- At least a B.A./B.S. in a related field.
- A healthy respect for compliance and security-related needs which includes following established processes, addressing gaps in those processes, and holding every team member accountable for doing the same.
- Strong leadership abilities including being able to put the company's needs ahead of personal and team needs, doing what is required to set your team up for success, and understanding when it is time to tap into the skills and experience of others.
- Strong tech knowledge and comfortability with Zoho, QuickBooks, Insight IDR/Insight VM, MS SQL, My SQL Access Data Base, Cisco Umbrella, Meraki Networking, AI Training and Developments, PowerBI, General Cloud Tools for Financial, Controls, Cloud Based Collaboration, Cloud Based Telephony, Azure and AWS Cloud Infrastructure.
- Demonstrated experience working with PHI and understanding of HIPAA / HITECH regulations.
- Demonstrated ability to identify, share, and proactively resolve professional challenges before they become insurmountable obstacles.
- Demonstrated understanding of various certifications, including the ability to maintain and obtain new certifications, such as SOC II, ISO 2701, HITRUST, etc. *Note: We are SOC II certified and the individual in this role will be responsible for effectively shepherding our teams through recertification.*
- Strong knowledge of IT/IS and data warehousing best practices, regulations, tactics, and strategies.
- A healthy professional drive which includes knowing when to delegate and setting achievable performance goals for those you Coach.



**Physical, Mental, Sensory, and Emotional Accommodations**

- Be able to speak, write, and communicate fluently in English.
- Be able to learn, retain, and utilize data and information.
- Be able to learn and utilize new technologies to fulfill job functions.
- Be able to recognize, understand, and respond to written and spoken words, understand facts and figures, and adhere to established processes.
- Be able to effectively use a variety of peripherals, such as a printer, scanner, computer, phone, etc.
- Be able to pick up, lift, assemble, carry, and move objects, equipment, and luggage of up to 80 pounds.
- Be able to maintain sustained concentration on computer screens.
- Must be able to regularly travel, which includes prolonged overnight stays.

**We are proud to be an Equal Opportunity Employer.**

*All individuals will be required, once hired, to successfully pass a background, reference, and education verification process and must demonstrate that they are legally authorized to work in the United States.*