



Position Specification

Commercial Real Estate Services Firm Director IT, Development

The Company

Our client is a Fortune 500 company with more than 10,000 employees and is headquartered in a major metropolitan area. Both the company and the information technology organization have been recognized by major business publications as 'best in class'.

The company holds true to its core values which establish a professional culture where everyone is expected to act with integrity, provide exceptional service to clients, and treat one another respectfully.

The Position

Location

Texas

Overview

The Company recently won a large client pursuit that led to the formation of a strategic project team which is responsible for transforming the service offering. A few key IT resources have been dedicated to the long-term project resulting in a Director opening within the IT organization to lead applications development for the Microsoft and .Net stack. Many key business applications run on these platforms and it is critical that the development organization mature its processes to ensure standards and consistent quality. Additionally, to ensure IT can meet increasing project and business demands, this leader will need to embrace and implement different models of application development. These include continuing to develop applications in-house, augmenting the staff with contract resources as needed, and partnering with vendors or off-shore providers. Key to creating successful vendor projects will be determining the right roles for internal, external and off-shore resources so that the applications can be well supported once the project concludes. Finally, it is important that this position build positive, productive relationships with the delivery team, other peers in IT and across the enterprise with key business stakeholders.



Reporting Relationships

This position reports to a Vice President IT who leads all development and delivery of Microsoft and .Net related applications supporting the North American and Global service lines. The role will lead a team of approximately 40 full time employees through four Management level direct reports and a team of architects.

Specific Responsibilities

- Provide technical strategy and direction, business acumen and executive leadership to the development organization responsible for all Microsoft and .Net applications across North America and Global initiatives.
- Build strong working relationships across the IT organization, particularly with the delivery team who will implement the applications to meet the needs of internal business stakeholders and Company clients.
- Actively advocate the implementation of SDLC standards and best practices for the applications development team so that high quality, relevant applications can be consistently and responsively developed.
- Lead the organization in evaluating all possible models of resourcing and supporting the development process. This will include using the internal team, augmenting the staff with contractors, partnering with vendors and off-shoring as needed.
- Negotiate and manage performance commitments and metrics, both internally in the IT group and when using IT Partners. Establish and ensure that best practice development guidelines are followed so that real business value is obtained from every project.
- Contribute to the creation of a high performance leadership team by providing motivation, leadership, and professional development of the technical staff.
- Effectively manage all resources to ensure project schedules are met. Effectively manage costs according to financial budgets. Contribute to the budgeting process as required.

The Candidate

Education

The successful candidate will likely possess an undergraduate level degree in a technical discipline. An advanced degree in business would be a decided plus.

Professional Qualifications

- A minimum of ten years of experience in information technology applications development with at least five years experience in IT leadership roles at the director level. Recent experience in a global, Fortune 500 company is a big plus.
- At least five years of experience leading applications development organizations focused on Microsoft or .Net applications is preferred.
- Experience establishing standard, repeatable, high speed applications development processes that will meet the needs of a growing business.
- Demonstrated ability to effectively manage a team of 40 people.
- Past experience working in a customer service oriented environment where building and managing relationships with business leaders and fellow IT professionals is valued.
- Proven ability to manage a portfolio of projects and successfully deliver on commitments within budgetary guidelines.





Personal Characteristics

- A leader with the experience and demeanor to provide positive direction to the current team members and inspire confidence and trust with business partners and customers.
- Must possess personal and business integrity with an energetic style demonstrated by a positive attitude and a strong work ethic.
- Excellent communication skills; able to present a solid business case, form business partnerships, and frame issues from a wide variety of stakeholders.
- Highly intelligent, conceptual individual with sound judgment and capable of analyzing business and management problems to arrive at sound solutions.
- Able to work both autonomously and with appropriate collaboration among other team members and senior management across a highly matrixed organization.
- Assertive, proactive, decisive and tenacious with political wisdom and discerning judgment.
- Must have a sense of humor.

To learn more about this opportunity or provide a confidential referral, please contact:

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