# **JOB ANNOUNCEMENT**

**Manager, Information Technology II**

**Location: Rancho Cordova, CA**

**Posted: 5/10/2016**

## Summary:

This position is responsible and accountable for the effective management of technology functions and/or technology teams. The position facilitates and directs the development and administration of the technology systems and functions to ensure that enterprise technology goals are met. This requires a thorough understanding of the entire scope of the enterprise technology goals and how each function, systems platform, or service meets business requirements and the interrelationship of the business areas of the enterprise. The IT Manager II leads the definition of technology strategy and plans within their areas of operation, and is significantly experienced in IT personnel administration and the application of technology within multiple vertical industries and/or technology functions. The IT Manager II may lead multiple teams with a diversity of functions and attendant skills.

## Description:

* Planning and Organization: provides tactical and strategic planning and direction for the team or teams; defines team scope and objectives; develops detailed work plans, schedules, project estimates, resource plans, and monthly status reports; conducts team meetings and is responsible for team tracking and analysis; ensures adherence to quality standards and reviews team deliverables; and manages executive of the team plan, controls the team budget, ensures the effective use of team resources and coordinates change control activities
* Employee Management: takes an active role in the recruitment, evaluation, motivation, development, promotion, and performance improvement processes; establishes quarterly and annual targets for direct reports and provides accurate, consistent, and timely performance reviews to be used as the basis for personnel actions; coaches employees, providing career and professional guidance as necessary; and leads by example through coaching, mentoring, and implementation activities.
* Coordination: work closely with other departments to scope products and projects in order to meet business requirements for functionality, reliability, performance, and time-to-market
* Programming and System Development: provides technical and analytical guidance to the team or teams; plans, directs, monitors, and participates in development activities for team’s projects; and responsible for the quality of project deliverables
* Problem Analysis: reviews, manages, and resolves complex and highly complex problems involving one or more teams, systems or functions; undertakes and oversees the process of defining problems and implementing solutions; and consistently demonstrates the use of ingenuity and creativity by making recommendations and taking actions to direct the analyses and solutions of problems.

Job requirements:

* A Bachelor’s Degree in a related field, but candidates with proven experience will not be excluded from consideration.; a Master’s degree is highly desirable
* Demonstrated success coaching and mentoring direct reports and aligning staff for the purpose of improving organizational effectiveness
* Experience balancing and leading the prioritization of work efforts including the ability to assess the impact of new process or project requirements on an existing suite of complex applications
* 10+ years’ experience in management of one or more teams of at least 2-10 technical personnel. Management experience in the healthcare services industry, computer software products or systems is preferred, as is experience with information systems technology and applications systems
* Ability to communicate effectively with all levels in a clear and professional manner. Possess superior people management and leadership skills
* Strong written and verbal communication skills
* Experience leading meetings and conducting presentations to gain consensus and drive critical decisions
* Ability to deal constructively with change and ability to implement mechanisms to prepare and mentor staff through change; must be innovative and inspirational
* Must be self-directed, flexible, resourceful, adaptable, influential and have the ability to manage a variety of tasks simultaneously and meet multiple deadlines
* Cross functional team and relationship building skills with the ability to bridge technical requirements and business needs to help drive solutions
* Demonstrated multi-faceted systems thinking that incorporates consideration of business strategy, functional, technical, operational and financial criteria
* Direct experience in a health/dental care or insurance industry applications environment with an understanding of claims processing and cost containment requirements highly desirable

You can apply at [www.deltadentalins.com](http://www.deltadentalins.com), or by emailing your resume to ranchohr@delta.org

Or send your resume to: Recruitment and Selection, Delta Dental of California, 11155 International Drive, Rancho Cordova, CA 95670

**Please use IRC47895 as your subject line.**

**MINORITIES ARE ENCOURAGED TO APPLY – EOE/AA**

In connection with your application for employment with Delta Dental of California and its’ related companies, please note that any offer of employment made to any applicant will be contingent upon the satisfactory results of a background check. Such background check may include, but is not limited to, an investigation of credit worthiness, a check of references, employment and education verification, a check of criminal records and/or any other investigations as permitted by law.