

## ***HUMAN RESOURCES PROGRAM DIRECTOR (HRPD), ORGANIZATIONAL PERFORMANCE & DATA MANAGEMENT***

### **Overview**

The HRPD, Organizational Performance & Data Management is responsible for working closely with executive leaders to develop performance measurement tools/technology and data strategy which enables performance improvement and leverages data to inform business decisions. The HRPD is responsible for putting the people, process and technology in place to develop robust data analytics capabilities within DOHR to support the strategic and operational objectives of agencies across state government. The HRPD works jointly with the DOHR Centers of Expertise and HR Business Partners to deliver human capital data and analytics that support the achievement of business goals. The HRPD provides the analytics capabilities and objective leadership that enables DOHR to define success and measure progress against agency priorities.

### **Work Activities**

- Leverages data and analytics to identify key performance measures, develop innovative solutions to support agency strategies and drive business performance.
- Leads development of advanced analytical solutions using statistical techniques, such as: linear regression, factor analysis, generalized linear models, cluster analysis, attrition/retention modeling and leverages statistical software such as SPSS, SQL to perform complex analysis.
- Evaluates/develops, data management tools, methodologies and fosters innovation.
- Partners with the DOHR Leadership team and lead the on-going process to enhance our data strategy and build on our analytics capabilities to support/inform our business strategy.
- Partners with Strategic Technology Solutions (STS) and Edison team to deploy enhance technology and ensure data reliability/accuracy.
- Leads the team responsible for preparation and delivery of advanced dashboard reporting that provides consistent and reliable human capital data and analytics.
- Leads team in the development of survey instruments, resulting analysis, and reporting.
- Partners with DOHR Leadership to define key performance measures, metrics and reporting frequencies needed to enable leaders to effectively analyze trends, predict future trends and use this information to make decisions and take action that supports operational and human resources strategies.

### **Qualifications**

- Bachelor's Degree in Business, Human Resources, Organizational/Industrial Psychology or related field required; Master's Degree in related field preferred.
- A minimum of five years of progressive management/leadership experience with broad knowledge of advanced analytical techniques and statistical analysis required.
- Deep SQL & SPSS knowledge and experience preferred.
- Educational background in a quantitative field (statistics, economics, operational research, mathematics) with strong business acumen preferred.
- Excellent interpersonal and customer service skills with the ability to interact well with individuals at all levels of management.
- Ability to Interpret and communicate in a clear, explainable usable form technical details to end users.

Please send resumes to Mary Walker at [Mary.E.Walker@tn.gov](mailto:Mary.E.Walker@tn.gov)