



LandesaTM
Rural Development Institute

DIRECTOR, INFORMATION TECHNOLOGY SERVICES

REPORTING TO: CHIEF OPERATING OFFICER (COO)
SALARY: DOQ PLUS BENEFITS PACKAGE

Landesa works to secure land rights for the world's poorest people—those 3 billion chiefly rural people who live on less than two dollars a day. Landesa partners with developing countries to design and implement laws, policies, and programs concerning land that provides opportunity, further economic growth, and promotes social justice.

THE ORGANIZATION

Established in 1981, Landesa has doubled in size over the past year, thanks to a surge in grant funding that recognizes the importance of land rights as a viable tool for poverty alleviation. With this increased capacity, Landesa continues to expand its [research](#) and programs to new communities across the globe. Headquartered in Seattle, Washington, Landesa's [work](#) spans over 40 countries, with regional offices in [India](#) and [China](#), and includes offices in Beijing, Delhi, Bangalore, Bhubaneswar, Hyderabad, and Kolkata. The organization is currently in year two of a five- year strategic plan (July 2009-June 2014) that aims to help provide secure land rights to 20,000,000 families or women.

To learn more about Landesa, please visit their [website](#)



THE POSITION

The Director of Information Technology Services (ITS) is a newly created position within Landesa. This is a unique and challenging opportunity to be the first member of the Landesa team to provide in-house IT expertise. Reporting to the Chief Operating Officer, the ITS Director will lead the design and implementation of the technical aspects of Landesa's overall business strategy.

As the leader of the ITS department, the Director will collaborate with cross functional teams and select external consultant support to move the department forward. She/he will be responsible for attracting, recruiting, and retaining top tier talent to join the growing team. The ITS Director will work in tandem with the communications team, providing guidance and assistance support with Landesa's social media strategy.

There is ample room for creativity and innovation to successfully create and manage actionable technology plans to further Landesa's program work and advance its mission. The Director will anticipate organization-wide IT needs and manage the provision of resources. She/He will provide planning support and practical, technical assistance to new and existing Landesa offices around the world.

To support the increasing communication needs associated with anticipated global growth, the new ITS Director will ensure that the necessary information technology infrastructure is in place. By quickly assessing and understanding the existing environment, the ITS Director will fine-tune technical support services to ensure that organizational needs are anticipated and met. This role touches all parts of the organization, providing the ITS Director with the opportunity to partner with management, team members, international offices and outside vendors.



ISSUES & PRIORITIES

- **E-Learning Platform:** intellectual property and knowledge are Landesa's key assets. The ITS Director has an opportunity to create a worldwide E-Learning platform to capture and share these resources so attorneys, land tenure experts, and stakeholders can access up-to-the-minute land use laws, best practices and valuable learning via webinars, live training, and other instructional techniques.
- **Knowledge Management System:** Conduct a detailed assessment of the current infrastructure of Landesa's Knowledge Management System and make necessary recommendations for changes or upgrades. As a learning organization Landesa strives to effectively capture, securely store and disseminate vast and accurate information across all countries in which Landesa works.
- **Strategy:** In coordination with the leadership team, the ITS Director will create a multi-year IT budget and operating plan to ensure Landesa has the proper network infrastructure for the continued anticipated growth of the organization.



- **Global Coordination:** Collaboratively plan and coordinate all technology related resources on a global scale. The ITS Director will lead a decentralized organization of IT employees across all countries where Landesa has offices.
- **Research Database:** Evaluate and assess the current progress of the newly created research database to determine future organizational methods and growth of the database. Educate staff on best practices moving forward.
- **Server Compatibility:** Unify information between servers in India, China, and the Seattle headquarters ensuring information can be distributed and shared effectively between all channels. The ITS Director will anticipate server needs for Landesa's continued growth throughout the world.

IDEAL CANDIDATE PROFILE

The ideal candidate will be dedicated to Landesa's goals and be committed to furthering its mission in an impactful way throughout the world. She/He will be passionate about addressing the issue of global poverty, both at the national and international level. The successful candidate will be experienced in driving a culture of technology, preferably in a start-up or rapid growth environment.

This individual will thrive in an environment of new ideas and challenges, balancing entrepreneurial vision with sound, analytical thinking. She/He will have experience working on high-level strategic decisions, administering systems, as well as handling the day to day troubleshooting and technical support issues for this department of two.

A creative and open-minded problem solver, the preferred candidate will have excellent teamwork and communication skills. As a manager, she/he will seek diverse views to encourage improvement and innovation as well as offer regular feedback. The new ITS Director will provide mentoring and coaching to develop and motivate staff. The ideal candidate will be familiar working in a multi-cultural, worldwide environment, utilizing experience in virtualization and managing a international staff members remotely.

She/He will be able to clearly communicate complex technical issues in a manner that is easy to understand. As the leader in technology, the Director will have a demonstrated record of success proactively identifying technical solutions to maximize organization-wide communication and success.

Past success in evaluating and designing policies, procedures, and best practices is a must. Additionally, the successful Director will be comfortable creating, managing, and maintaining a department budget with limited resources.

MINIMUM QUALIFICATIONS

Bachelors Degree required and with an emphasis in information technology or engineering; graduate degree in a related discipline is preferred. Minimum of 8-10 years experience in progressively responsible IT roles, including 4 years in a leadership position. Experience working in a Windows 2008 Server environment is highly desirable. MCSE or MCITP and CCNA are preferred. Familiarity and experience with Sage Fund Accounting, QuickBooks, SharePoint, Adobe Create Suite, HyperV, and VMware are also preferred.

TO APPLY

Landesa is an equal opportunity employer and all qualified candidates are encouraged to apply. Please address a cover letter and resume to Martin Logan at info@waldronhr.com, no later than July 22, 2011.

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