

Data Integration Manager

Colorado Department of Higher Education

POSTING DATE: March 4, 2024
CLOSING DATE: March 25, 2024
COMPENSATION: \$80,000-\$90,000/annually
JOB TYPE: Full Time
FLSA STATUS: Exempt

DEPARTMENT INFORMATION:

The mission of the Colorado Department of Higher Education (CDHE) is to improve the quality of, ensure the affordability of, and promote access to, postsecondary education for the people of Colorado. In pursuing its mission, the Colorado Department of Higher Education will act as an advocate for the students and institutions of postsecondary education and will coordinate and as needed, regulate the activities of the state's postsecondary education institutions.

DESCRIPTION OF JOB:

The position's primary role is to oversee the secure data collection and storage from approximately 20 existing programs and any additional programs which need to be integrated into the Colorado Department of Higher Education's (CDHE) encrypted database and manage external partnerships for secure web applications used to securely collect data related to these programs.

This position reports to CDHE's Senior Director of Data Systems and Applications.

Essential Duties & Responsibilities

- Support streamlining of CDHE data collection processes and integration of data collections through secure web portals and stored in a secure SQL server aligned to guidance from the Colorado Office of Information Technology (OIT) and its Government Data Advisory Board (GDAB);
- Work with third-party vendors and contractors to ensure that existing and new legislatively mandated data collections conducted through third-party systems and applications meet CDHE requirements;
- Serve as a liaison between DRP and other CDHE staff regarding the creation and modification of additional data collections;
- Support the work to inventory data collected by CDHE and the creation of comprehensive data catalogues of fields that are tracked in different systems;

- Create structures, policies, procedures and templates to enable optimal and consistent decision making about data use;
- Establish partnerships with internal and external stakeholders to promote data quality and appropriate uses for high value data;
- Serve on committees and sub-committees of the Government Data Advisory Board (GDAB) and/or other data governance groups as needed;
- Establish and promote a culture of responsible data governance.

REQUIRED QUALIFICATIONS:

Education:

- Bachelor's degree from an accredited college or university in research, higher education, information technology, computer science, data security or related field with relevant experience.
- Appropriate experience will substitute for education on a year-for-year basis.

AND

Experience:

- At least five years of experience in data governance, metadata management and data quality management;
- At least two years of experience working with a Microsoft SQL server database;
- Experience in writing business definitions for tables, data fields, attributes, etc;
- Experience collecting and managing data containing personal information;
- Ability to articulate the vision of streamlined data collection initiatives and generate support from diverse stakeholder groups;
- Deep understanding of data governance and the appropriate and ethical use of different types of data;
- Experience with Microsoft 365 products including Microsoft Office;
- Experience with compliance with data regulations, statutes and rules.

Competencies:

- Knowledge of relational databases
- Excellent communication skills
- Project management skills; ability to manage project progress and adapt work as required
- Ability to lead new initiatives
- Ability to manage ambiguity
- Self-starter & self-directed
- Ability to work independently
- Ability to plan and manage projects independently
- Strong organizational skills and detail oriented
- Ability to work in a fast-paced environment
- Ability to meet deadlines regularly

PREFERRED QUALIFICATIONS:

Education:

- Master's degree from an accredited college or university in a related field.

Experience:

- Experience designing and developing new data collections;
- Expertise in regulatory frameworks such especially the Family Educational Rights and Privacy Act (FERPA);
- Experience with a CRM software;
- Experience working with higher education data or in an institutional research capacity.

APPLICATION PROCEDURES:

To be considered for this position, candidates must possess the minimum qualifications listed above and submit the following: Cover letter and resume. Submit your completed application materials to:

HR@dhe.state.co.us

Or:

Colorado Department of Higher Education
Attention: Human Resources
1600 Broadway, Suite 2200
Denver, Colorado 80202

This position is not governed by the selection process of the classified personnel system and is not part of the classified state personnel system.

Application Deadline: Position will remain open until filled. Application review begins immediately, and position start is immediate.

Employment is contingent on successful completion of a criminal background check.

Employees of the State of Colorado must be authorized to work in the United States and be residents of Colorado. The Department of Higher Education does not assist with relocation expenses.

The Colorado Department of Higher Education offers benefits for this position which include medical, dental, vision, and life insurance available to the employee and eligible dependents on a cost share basis between employee and the Department. Disability insurance is provided at no cost to the employee. Paid leave time is accrued at 14 hours per month for vacation leave and 10 hours per month for sick leave. There are 11 paid holidays in a calendar year.

Employees of the State of Colorado do not contribute to Social Security, but contribute to Colorado Public Employee Retirement Association (PERA).

WORKING CONDITIONS

Works in a normal office environment. Does not require physical activity other than that typically utilized in such a setting, working with standard office equipment such as phone, fax, and personal computers. Works a 40-hour work week, either remotely, hybrid or in-office, depending on the arrangement met during employment with the supervisor during normal office hours of Monday –Friday 8-5. Consistent with the State's Universal Policy on Flexible Work Arrangements, CDHE permits Flexible Work Arrangements (FWA) and this role qualifies for FWA participation. However, FWA is evaluated and granted by the appointing authority at their discretion based on business need, the nature and function of the work performed, and employee performance.

Employees of the Department must advise the Department in writing of any potential conflict of interest upon commencing employment and while employed. A conflict of interest includes, supplemental employment which interferes with normal business hours or productivity levels, or alternative employment with entities or agencies with which the Department may contract for services or products. It also includes any outside employment or activity that is directly incompatible with the duties and responsibilities of the employee's state position. Conflict of interest also includes any direct or indirect ownership of an interest in, or ability to influence (including acting as a board member or other agent for), any business or organization which has any potential, ongoing or previous interaction or business relationship with the Department.

The State of Colorado believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

The Colorado Department of Higher Education is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any pre-employment testing, participating in the employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a disability and require reasonable accommodation to ensure you have a positive experience applying or interviewing for this position, please direct your inquiries to our Human Resource Director, Cindy Langan, at HR@dhe.state.co.us or call 720.264.8575.