

IT Talent Management Lead (0563U) 2112 - 2112
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

Job Title	IT Talent Management Lead (0563U) 2112 - 2112
Department	Information Technology
Institution	University of California Berkeley Berkeley, California
Date Posted	Oct. 16, 2019
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	Professional Staff
Academic Field(s)	Information Technology
Apply Online Here	https://apptrkr.com/1666091

Apply By Email

Job Description

IT Talent Management Lead (0563U) 2112 - 2112

About Berkeley

The University of California, Berkeley, is one of the world's most iconic teaching and research institutions. Since 1868, Berkeley has fueled a perpetual renaissance, generating unparalleled intellectual, economic and social value in California, the United States and the world. Berkeley's culture of openness, freedom and acceptanceacademic and artistic, political and culturalmake it a very special place for students, faculty and staff.

Berkeley is committed to hiring and developing staff who want to work in a high performing culture that supports the outstanding work of our faculty and students. In deciding whether to apply for a staff position at Berkeley, candidates are strongly encouraged to consider the alignment of the Berkeley Workplace Culture with their potential for success at

IT Talent Management Lead (0563U) 2112 - 2112 University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

[url=https://apptrkr.com/get_redirect.php?id=1666091&targetURL=http://jobs.berkeley.edu/why-berkeley.html]http://jobs.berkeley.edu/why-berkeley.html.

Departmental Overview

UC Berkeley, the leading public research university in the world, has just launched a new 10-year strategic vision for the campus and its public service to California and the world. A key enabling part of this plan is the work done by the 800+ IT professionals who work in many units across campus (we refer to this community of IT Professionals as One IT). For the campus and for the One IT community to succeed, we must invest in the professional development and support of IT professionals who are IT service leaders and partners in a diverse and inclusive campus community. The Office of the CIO seeks an experienced Talent Development and Workforce Planning professional to join our team to work with IT leaders to design and implement a program that will oversee several major IT workforce development initiatives over the next few years.

This position will delineate the skills and capabilities needed for the UC Berkeley IT workforce in the next 5 years based on inputs from the campus IT Strategic Plan, departmental priorities, and market trends; objectively assess the current skills and capabilities of the IT workforce to identify needs and gaps; develop strategies, and organize and carry out programs and projects to engage, retain, train, develop, and support a diverse IT workforce; and partner with One IT and others to support those initiatives as appropriate.

Responsibilities

This work will focus on the needs of both the IST Division (which includes about 1/3 of the ~900 IT professionals on campus) and the rest of the campus IT workforce as a whole. The incumbent will be expected to find the right way to leverage and balance these efforts.

Envisions and implements workforce development and retention initiatives and projects:

Leads cross functional teams to organize and carry out key projects and programs to engage, retain, and develop campus IT employees. Provides collaborative leadership and consultation, strategic planning, design and facilitation, and high-level project management on multi-faceted problems to achieve strategically aligned solutions. Examples of some of the possible projects this position will help to organize and lead include: the creation of an IT Academy for Berkeley IT professionals; an IT campus career pathway to enable easier exploration of different IT jobs and movement between IT jobs and departments on campus; IT internship opportunities, and more.

IT Talent Management Lead (0563U) 2112 - 2112 University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

Identifies future IT skills needs and assesses the current workforce capabilities:

Partnering with campus IT leaders through consultation, delineates the skills and capabilities needed for the UC Berkeley IT workforce in the next 5 years based on the campus IT Strategic Plan, departmental priorities, and market trends. Uses objective measures to assess the skills and capabilities of the current IT workforce to identify gaps and needs, and makes recommendations to campus IT leadership about strategies to address them.

Strategically partner with campus:

Works closely with senior IT leaders responsible for the campus IT strategic plan to ensure that professional development and workforce strategy programs serve and are served by the campus IT strategic plan.

Organizes and supports representative committees and working groups across One IT to ensure that the IT professional development & workforce strategy programs are implemented.

Works closely with other campus units such as HR: Training and Development, the Division of Equity Inclusion, the Haas School of Business, and other administrative and academic units to leverage and inform related campus and UC system-wide learning and development efforts.

Supports One IT Diversity and Inclusion goals: Partner with OneIT and campus diversity and inclusion strategies and tactics to support related initiatives. A focus on diversity and inclusion should be a part of and inform all duties listed above.

Required Qualifications

- * Professional degrees/certifications related to Talent Development/Management, Workforce Development/Planning, Leadership Development, and/or Organizational Development, and/or equivalent experience/training.
- * Knowledge and experience with developing, implementing, managing, and measuring career & professional development programs.
- * Knowledge of the learning and development and/or workforce planning fields, theories, models to assess, design and implement customized programs.
- * Demonstrates excellent strategic-thinking, relationship building, and consulting skills in guiding the campus toward workable strategies and solutions.
- * Demonstrates superior analytical, problem-solving, project planning and implementation skills.
- * Demonstrates ability to learn quickly, reason, synthesize and generalize based on information obtained.

IT Talent Management Lead (0563U) 2112 - 2112 University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

- * Sound judgment, ability to draw unbiased conclusions.
- * Outstanding written, verbal and presentation skills for influencing and facilitating sustained change.
- * Highly organized, able to manage projects and programs efficiently and effectively.
- * Ability to persuade through both logic and appeal to positive motivations.
- * Ability to handle multiple constituencies, agendas, engagements and tasks, and to deal productively with ambiguity and conflict.
- * Highly-skilled in navigating organizational complexity.

Preferred Qualifications

- * Knowledge and experience with IT organizations and their workforce needs.
- * Knowledge of the organizational environment of higher education and large research universities to understand client priorities, issues, motivations and constraints.
- * ITIL Foundations certification or other proven experience with IT work processes.
- * Experience with change management practices and processes. Incorporates excellent skills in change management programs on a regular basis.
- * Experience with instructional design and training delivery methodologies.
- * Demonstrates the skills to conduct needs assessments and development of new career and professional development programs to meet IT workforce needs.
- * Strong capability to design and write career and professional development materials of high quality.

Salary & Benefits

For information on the comprehensive benefits package offered by the University visit:

[url=https://apptrkr.com/get_redirect.php?id=1666091&targetURL=http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html]http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html

How to Apply

For full consideration, please apply by December 2, 2019. The position will be open until filled.

Other Information

Commitment to Shared Values



IT Talent Management Lead (0563U) 2112 - 2112
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020



IT Talent Management Lead (0563U) 2112 - 2112
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

IT Talent Management Lead (0563U) 2112 - 2112 University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

The Office of the CIO and Information Services & Technology (OCIO/IST) believe in and foster a workplace environment where people can bring their diverse skills, perspectives and experiences toward achieving our goals through a process of critical inquiry, discovery, innovation, while simultaneously committing to making positive contributions towards the betterment of our world.

In addition, members of the OCIO/IST community have created and endorse the following values for our organization to augment and amplify the campus principles:

- * We champion diversity.
- * We act with integrity.
- * We deliver.
- * We innovate.

Diversity, Inclusion, and Belonging are more than just suggestions for us. They are the guiding principles underlying how we come together, develop leaders at all levels of the organization, and create an environment that unites us. We affirm the dignity of all individuals, call upon our leaders to address critical issues with integrity and intention, respect our differences as well as our commonalities, and strive to uphold a just community free from discrimination and hate.

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

Equal Employment Opportunity

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. For more information about your rights as an applicant see:

[url=https://apptrkr.com/get_redirect.php?id=1666091&targetURL=http://www.eeoc.gov/employers/upload/pos

For the complete University of California nondiscrimination and affirmative action policy see:

[url=https://apptrkr.com/get_redirect.php?id=1666091&targetURL=http://policy.ucop.edu/doc/4000376/Nondis

To apply, visit

[url=https://apptrkr.com/1666091]https://careerspub.universityofcalifornia.edu/psp/ucb/EMPLOYEE/HRMS/c/H



IT Talent Management Lead (0563U) 2112 - 2112
University of California Berkeley

Direct Link: <https://www.AcademicKeys.com/r?job=131623>

Downloaded On: Dec. 8, 2019 8:52pm

Posted Oct. 16, 2019, set to expire Feb. 12, 2020

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Please see the job description for contact details pertaining to this university job announcement.