

Department: Strategic Transformation Group
Division: Digital Business Solutions and Process Transformation
Position: Director, Digital Business Solutions and Process Transformation

At the Region of Halton, we treat everyone with respect, honesty, fairness and trust. As an equal opportunity employer, we are committed to establishing a qualified workforce that is reflective of the diverse population we serve.

Note:

This is a permanent full time position working 35 hours per week.

*We are committed to becoming a **Digital First** organization. This means organization-level transformation that will set the foundation for our future success. There is no better time to join Halton Region as we work to deliver high-quality services to residents and our employees in the digital age.*

*We are looking for a transformational leader who will be key to establishing a strong **digital culture** through collaboration, innovation, accountability and partnerships.*

Purpose:

The Director of Digital Business Solutions and Process Transformation is a key leadership role that will set the vision for our business transformation approach and support the delivery of the Region's Digital Strategy.

Preferred Background:

The successful candidate will have:

- Bachelor's Degree in Computer Science, Computer Engineering or related discipline
- Demonstrated experience in delivering innovative business solutions that align with business and client expectations
- Senior leadership experience, building and leading high-performing teams
- Experience in developing practices for business solutions, including multi-year roadmaps and integration plans
- Experience in developing application rationalization program(s)
- Experience fostering a culture of innovation, continuous learning, growth and improvement
- Experience driving adoption of enterprise standards and standard methodologies
- Experience guiding change management processes for business solutions
- Excellent presentation, documentation, communication and influencing skills
- Experience working in a team-oriented, collaborative environment with multiple stakeholders
- Experience with SAP products

Core Skills/Competencies:

- Enterprise IT Governance
- Strategic Planning
- Business Process Improvement
- Business Risk Management
- Emerging Technology Monitoring
- Systems Development Management
- Performance Management
- Professional Development
- Relationship Management
- Information Security
- Service Transformation
- Innovation
- Enterprise Architecture

Employment Conditions:

The successful candidate will be made an offer of employment on condition that the Regional Municipality of Halton receives a current (obtained within the past six (6) months), original and acceptable Criminal Records Check, by the first day of employment.

In support of the Region's commitment to a healthy and safe workplace and community, the Region has a vaccination requirement for all employees.

The successful candidate will be made an offer of employment on the condition of being fully vaccinated against COVID-19 and able to provide proof of vaccination. Fully vaccinated is defined as having received the completed series of an accepted COVID-19 vaccine, as recommended by the Office of the Chief Medical Officer of Health and having received the final dose at least 14 days before your employment start date.

The candidate will be asked to provide the Region with proof of full vaccination, prior to their employment start date. Acceptable proof is a Ministry of Health Dose Administration Receipt (or such other proof of vaccination that the Province of Ontario sanctions). This can be obtained through the Provincial portal <https://covid19.ontariohealth.ca/>.

The requirement to be fully vaccinated is subject to the Ontario Human Rights Code. If the candidate is unable to vaccinate for a reason protected by the Code, a request for accommodation can be requested and written proof satisfactory to the Region will be required.

Responsibilities:

- Manage all aspects of business solutions by ensuring the integrity, accuracy and availability of business solutions, ensuring alignment with business strategy and objectives and with emerging IT and digital opportunities.
- Lead initiatives to transform business processes ensuring a more effective way of conducting these processes and improving business services.
- Lead a major SAP transformation program to modernize and automate financial/asset management and Human Resources processes.
- Foster a culture of innovation, continuous learning, growth and improvement. Directs the creation and review of a cross-functional, enterprise-wide approach and culture for embracing business process management and improvement.
- Build and lead a strong team through professional development and coaching, performance evaluation and feedback: health and wellness, safety and succession planning.
- Collaborate in the governance of business solutions and enterprise systems transformation, including policies, standards and architecture.
- Build long-term, strategic relationships with senior stakeholders leading the development of technology roadmaps and integration plans for business solutions.
- Develop policies, procedures and standards for business solutions that are aligned to corporate strategies, industry best practices that are designed to deliver cost-effective and sustainable IT solutions.
- Develop and implement an application rationalization program to reduce the Region's technology footprint.
- Lead the research of innovation within business solutions; identify and assess new and emerging technologies to transform organizational agility, customer and user experience.
- Manage divisional budget and provide accurate budget estimates and forecasts for new systems, ongoing operation, enhancement and maintenance activities.
- Other duties as assigned.

Halton Region serves more than 595,000 residents throughout Burlington, Halton Hills, Milton and Oakville. We are committed to delivering high quality programs and services that make Halton a great place to live and work.

We engage great people who contribute to meaningful work that makes a positive difference in our community. As an employee, you will be part of a progressive, service focused and award winning employer

with a diverse and inclusive work environment. At Halton, you are encouraged to grow and succeed in your career and are recognized for your accomplishments and contributions.

Posted: October 5, 2021
Posting Expires: October 19, 2021
Posting #: STG-430-21

Apply Online at: [Halton Job Postings](#)

Important Information:

- We appreciate all applications however only those selected to advance in the selection process will be contacted. Candidates will be contacted by email and/or phone. Please check your email and voicemail regularly.
- We are committed to providing accommodation throughout the selection process. If you require accommodation please notify us and we will work with you to meet your needs.

NOTE: Personal information collected through the job application process will only be used for the purpose of determining qualifications for employment.