Director, AIBI Products

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Type: Full-Time
Salary: $174,000 - $199,000 per year
Category: Software Engineer/Programmer
Military

UNIVERSITY OF MARYLAND GLOBAL CAMPUS
Formerly UMUC

Director, AIBI Products Data Strategy US Exempt Regular Full time Stateside Exempt 4.4
Location: Stateside Remote

We are seeking a visionary and execution-focused Director - AI/BI Applications to lead the strategy, development, and delivery of advanced analytics, AI-driven insights, and business intelligence applications within a Databricks environment.

This role requires a unique ability to deeply engage with business stakeholders to understand their goals, processes, and challenges, while guiding them on what is possible through modern AI/BI technologies. The Director will then translate those insights into

actionable plans, working closely with technical teams to design and deliver secure, accessible, and future-ready analytics solutions that drive meaningful business outcomes.

This position is ideal for a leader who thrives at the intersection of business and technology - and who is passionate about building scalable, compliant, and user-centered data products in federated, regulated, and fast-evolving environments.

Duties and Responsibilities:

Business Engagement & Strategic Alignment

- Serve as a strategic partner to business leaders, translating complex business requirements into actionable AI/BI products that deliver measurable value.
- Guide stakeholders on the art of the possible with data, analytics, and AI technologies - helping shape realistic, impactful use cases.
- Align analytics and AI investments with organizational objectives, ensuring solutions deliver value today and are extensible for the future.
- Act as a trusted advisor, building and leading a community of practice with workshops, road mapping sessions, and technology reviews to foster alignment and collaboration.

AI and BI Product Leadership

- Lead the end-to-end development, delivery, operation, and continuous improvement of AI/BI products - from idea through deployment - ensuring they reflect business needs and technical best practices and align with the overall enterprise data and analytics strategy and execution roadmap.
- Oversee the design of user-centered, accessible, and secure analytics experiences through collaboration with UI/UX designers and data engineers.
- Guide the development of AI/ML models, dashboards, reporting tools, and self-service solutions that improve decision-making and operational performance metrics.

Cross-Functional Execution

- Collaborate with cross-functional teams in a SAFe Agile environment, ensuring technical teams deliver high-quality, compliant solutions iteratively and efficiently.
- Promote a DevOps and AIOps/MLOps culture, incorporating CI/CD, testing, observability, and feedback loops into delivery workflows.

- Collaborate with data and analytics governance, data integration & interoperability, data Lakehouse, data science teams, and security teams to ensure delivery and continuous improvement of a robust, secure, and scalable data and analytics infrastructure and processes.

Platform, Privacy, and Compliance

- Implement fine-grained access control and support data privacy compliance with U.S., EU, and APAC regulations, including: FERPA, HIPAA, CCPA, GDPR, PIPL, APPI, PCI DSS, etc.
- Operate within a Databricks Lakehouse architecture to deliver governed, federated, and integrated data capabilities.
- Ensure all applications meet or exceed accessibility standards including WCAG 2.1, ADA, Section 508, and EN 301 549.
- Collaborate with UX teams on UAT processes to validate accessibility through testing, documentation, and remediation.

Skills:

Business and Strategic Skills

- Exceptional ability to engage and gain buy-in from stakeholders, understand complex business needs, and guide them on what's possible with AI and BI technologies.
- Proven experience aligning technical delivery to business outcomes and communicating progress across executive and operational levels.
- Strategic thinking with a strong grasp of organizational change management and digital transformation principles.

Technical Skills

- Deep expertise and hand-on expertise in Databricks AI/BI, Apache Spark, Delta Lake, SQL, and Python.
- Strong understanding of dimensional modeling, semantic layer development, and data architecture.
- Hands-on experience with BI tools (e.g., Tableau, Power BI) and AI/ML frameworks (MLflow, scikit-learn, TensorFlow).
- Proficiency in DevOps/MLOps, CI/CD pipelines, and observability for analytics applications.

- Knowledge of privacy, security, and compliance standards, including FERPA, GDPR, PIPL, CCPA, PCI DSS.

Agile and Organizational Skills

- Experience leading teams within SAFe Agile or scaled agile environments, including Agile Release Trains and PI planning.
- Strong leadership in cross-functional teams, including engineers, UX/UI designers, product managers, and governance professionals.

UX and Accessibility

Deep familiarity with inclusive design, data storytelling, and accessibility regulations and remediation processes.

Education & Experience Requirements:

Education:

Bachelor's Degree in Information Science and Technology, Library and Information Science, Computer Science, Engineering or a related field.

Experience:

- 7+ years of progressive experience in data analytics, data products leadership, or enterprise data product development.
- Demonstrated experience leading development and delivery of AI/BI apps, ideally in a Databricks environment.
- 3-5+ years in a director-level or similar leadership role managing cross-functional, cross-functional delivery of analytics applications (i.e., AI/BI, BI, ML, AI)
- Proven ability to deliver AI/BI applications that reflect business requirements and future-proof organizational capabilities.
- Experience in higher education, online learning, edtech, or digital platforms is highly desirable.
- Strong record of delivering solutions in federated, regulated, and cloud-native environments.

Preferred Experience Requirements:

Education:

Master's Degree in Information Science and Technology, Library and Information Science, Computer Science, Engineering or a related field.

Certifications:

Databricks, SAFe Agile, cloud platforms, privacy/security (e.g., CIPP/US, CIPP/E), or accessibility (e.g., CPACC) are strongly preferred.

All submissions should include a cover letter and resume.

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Workplace Accommodations:

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Benefits Package Highlights:

- **Generous Time Off:** Enjoy 22 days of paid vacation, 15 days of sick leave, 3 personal days, and 15 paid holidays (16 during general election years). **For part-time employees, time off rates will be prorated based on the number of hours worked.**
- **Comprehensive Health Coverage:** Access to health care, medical with vision, dental, and prescription plans for both individuals and families, effective from the 1st of the month following your hire date.
- **Insurance Options:** Term Life Insurance, Accidental Death and Dismemberment Insurance, and Long-Term Disability (LTD) Insurance. **Part-time employees working less than 0.5 FTE are not eligible for LTD.**
- **Flexible Spending Accounts:** Available for medical and dependent care expenses.
- **Retirement Plans:** Choose between the Optional Retirement Program (ORP) or the Maryland State Retirement and Pension System (MSRPS).

- **Supplemental Retirement Plans:** include 401(k), 403(b), 457(b), and various Roth options. The university does not provide matching funds.
- **Tuition Remission:** Immediate availability for Regular Exempt Staff. Spouses and dependent children are eligible for undergraduate tuition remission after two years of service. **NOTE: For part-time employees (at least 50 percent of the time), tuition remission benefits are prorated.**

Hiring Range:

$174,000.00 - $199,000.00
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