Vice President of People Team Technology and Insights

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Southern New Hampshire University is a team of innovators. World changers. Individuals who believe in progress with purpose. Since 1932, our people-centered strategy has defined us - and helped us grow a team that now serves over 180,000 learners worldwide.

Our mission to transform lives is made possible by talented people who bring diverse industry experience, backgrounds and skills to the university. And today, we're ready to expand our reach. All we need is you.

Make an impact - from near or far

At SNHU, you'll have the option to work remotely in the following states: Alabama, Arizona, Arkansas, Delaware, Florida, Georgia, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Mississippi, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, West Virginia, Wisconsin and Wyoming.

We ask that our remote employees have access to a reliable internet connection and a dedicated, properly equipped workspace that is free of distractions. Employees must reside in, and work from, one of the above approved states.

The opportunity

About This Opportunity

As VP, People Technology and People Insights, you will shape the future of how SNHU attracts, develops, and empowers its people, leading a team at the intersection of enterprise HR technology, AI innovation, and workforce analytics. This is a rare opportunity to build a next-generation People Technology and Analytics function from a position of strategic influence, in partnership with the People Team leadership group while collaborating deeply with senior leaders across the organization. Radical collaboration is core to this role. Success requires a highly networked leader who works across teams to co-design integrated technology and analytics solutions, align priorities through shared governance, and drive adoption through trusted partnerships and influence.

The Role

The Vice President, People Technology and People Insights will lead the development and execution of the strategic vision for SNHU's People Technology ecosystem and People Analytics capability. This leader drives digital transformation, AI-enabled innovation, and data-informed decision-making in close partnership with People Team, IT, Finance, and business leaders to deliver integrated, scalable, and user-friendly technology and analytics solutions that elevate the employee experience, increase productivity, and strengthen organizational agility.

The VP provides strategic oversight of SNHU's core People Technology platforms, including Workday HCM, learning management systems, integrations, and related tools, ensuring they are secure, optimized, and continuously evolving. This role also leads the People Analytics and Insights function, championing the continued advancement from operational reporting toward systemic business analytics that directly informs strategic decisions on workforce planning, talent development, and organizational effectiveness. In addition, the VP champions AI-enabled use cases across the People function, partnering with SNHU's central AI team to pilot and scale innovations that redefine how HR work gets done.

Primary Responsibilities

Technology Strategy and Innovation

> Own the People Technology roadmap. Serve as the strategic leader for Workday HCM and the broader People Technology ecosystem, advising the People Leadership Team on how to leverage platforms to drive digital enablement, talent growth, performance management, and employee engagement.

Co-lead Workday governance. Partner with the Finance Workday team and IT to ensure alignment, prioritization, and effective decision-making across all Workday modules, including HR, Finance, and Payroll.

Lead the People Technology team. Oversee the team responsible for Workday/HRIS, learning technologies, system integrations, and platform performance, ensuring continuous improvement in quality, scalability, and user experience.

Drive human centered AI and digital innovation. Identify, pilot, and scale AI-enabled solutions across the People function in partnership with SNHU's central AI team, including use cases such as AI-powered employee self-service, predictive workforce analytics, and intelligent process automation.

Manage the technology portfolio. Maintain a current inventory of People systems, assess capabilities, and lead ongoing gap analysis to inform future-state planning with a focus on data privacy, integration, and process efficiency.

Ensure operational excellence. Oversee design documents, business process workflows, standard operating procedures, and change management strategies for all technology initiatives.

Analytics and Insights

Set the analytics vision. Lead the People Analytics and Insights function, providing strategic direction for workforce analytics, data visualization, and evidence-based insights that move SNHU toward systemic business analytics, connecting people data to organizational outcomes.

Translate business questions into action. Partner with People Team leaders and business stakeholders to identify critical workforce challenges and convert them into actionable analytics projects, dashboards, and recommendations for senior leadership.

Build a multi-year analytics strategy. Develop and execute a roadmap that advances predictive analytics, workforce planning, talent intelligence, and skills-based insights.

Ensure data integrity and governance. Partner with IT and Data Governance teams to uphold enterprise data standards, data privacy, and security across all people data and analytics platforms.

Enable self-service insights. Design and elevate analytics tools and dashboards that give leaders real-time access to workforce data, supporting evidence-based decision-making at every level.

Measure organizational health. Lead analysis of employee engagement, retention risk, diversity metrics, and organizational effectiveness indicators.

Team and Stakeholder Leadership

Build a high-performing team. Lead, develop, and mentor the People Technology and People Analytics teams, building both technical depth and consulting capability so team members serve as trusted advisors to the business.

Champion cross-functional partnership. Build trusted relationships across People, IT, Finance, and business functions to co-create integrated technology and analytics solutions. Partner proactively with People Team leaders in Talent Attraction, Talent Development, Total Rewards, People Experience, and HRBP and Org Effectiveness.

Foster innovation and inclusion. Create a team culture grounded in continuous learning, user-centered design, experimentation, and inclusive collaboration.

Develop talent and succession plans. Build a pipeline for critical technology and analytics roles, ensuring long-term sustainability and growth of the function.

Design for the entire workforce. Collaborate with leaders across the business to ensure systems, analytics, and processes enhance the experience of all SNHU employees and adjuncts, including those in a large, distributed, and hybrid environment.

What You Bring

Deep expertise in enterprise HR technology, particularly Workday HCM, including experience leading system configuration, integrations, reporting, and governance teams.

Experience leading and optimizing an enterprise learning management system, including platform governance, integrations (with HRIS/HCM and identity/access management), vendor management, and using learning data/analytics to improve learner experience and adoption.

Demonstrated ability to lead through radical collaboration in matrixed environments-aligning People, IT, Finance, and business stakeholders through shared governance, clear operating rhythms, and a consultative approach.

A track record of leading digital transformation across HRIS and SaaS-based People Technology platforms, with demonstrated ability to improve user experience for employees and managers through technology and data.

Strong people analytics leadership, including experience developing dashboards, predictive models, and data-driven recommendations that inform workforce and business strategy.

Experience building and leading technical teams and analytics professionals, with a focus on developing consulting capabilities and trusted advisor relationships.

Fluency in AI and emerging technology trends and a demonstrated ability to translate them into practical, human-centered, high-impact use cases within People functions.

Skill in navigating complex, matrixed environments, with proven ability to influence without direct authority, engage diverse stakeholders, and build shared ownership of solutions.

Exceptional communication skills, with the ability to translate technical concepts and complex data into clear, compelling narratives for non-technical audiences and senior leaders.

Strategic thinking and vision, with experience developing multi-year systems and analytics roadmaps aligned to business priorities.

Familiarity with adjacent business processes in People Operations, Payroll, Finance, and IT, and their impact on HR systems and data.

Experience with data governance, data privacy, and analytics ethics in an HR context.

A bachelor's degree or equivalent professional experience.

We expect this position to be hired in the following target hiring range $245,000-$265,000.

We believe real innovation comes from inclusion - where different experiences, perspectives and talents are celebrated. So if you're wondering whether SNHU is right for you, take the leap and apply. You might be just the person we're looking for.

Compensation

The annual pay range for this position is $200,000.00 - $400,000.00. Actual offer will be based on skills, qualifications, experience and internal equity, in addition to relevant business considerations.

Exceptional benefits (because you're exceptional)

You're the whole package. Your benefits should be, too. As a full-time employee at SNHU, you'll get:

- High-quality, low-deductible medical insurance
- Low to no-cost dental and vision plans
- 5 weeks of paid time off (plus almost a dozen paid holidays)
- Employer-funded retirement
- Free tuition program
- Parental leave
- Mental health and wellbeing resources