UNITED WAY OF NORTHERN NEW JERSEY

Sr. Vice President, Technology

Organization Overview:

United Way of Northern New Jersey works to ensure opportunity and stability for those families struggling to make ends meet, including **ALICE**® (**A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed) and those in poverty.

United Way of Northern New Jersey is one of 1,800 United Ways around the world. Each United Way is an independent entity that serves a specific community. This United Way is unlike any other in the country, running both a national research organization called United For ALICE as well as serving community needs across a five-county region including Morris, Somerset, Suburban Essex, Sussex, and Warren counties. The funds raised by this United Way are invested in unbiased data insights, innovative solutions, and on-the-ground impact to address financial hardship, improving life for ALICE and all.

Our Values:

United Way of Northern New Jersey is committed to creating an inclusive environment where everyone feels valued, respected, and empowered. We actively encourage applications from individuals of all backgrounds. Our goal is to foster a workplace that reflects the rich tapestry of human experiences, perspectives, and talents. Join us as we build a diverse and vibrant team!

Department: Technology & Innovation

Reports to: CEO

Broad Function/Purpose:

Way of Northern New Jersey (UWNNJ) is seeking a strategic, innovative, collaborative, and results-oriented **Senior Vice President, Technology** to lead its enterprise technology, data, cybersecurity, AI, digital innovation, and business transformation strategy.

Reporting directly to the CEO and serving as a member of the Executive Leadership Team, the SVP will ensure UWNNJ's technology and data capabilities are secure, scalable, integrated, and aligned with organizational priorities and mission impact. This position is hybrid.

UWNNJ is dedicated to improving the lives of ALICE® (Asset Limited, Income Constrained, Employed) households. Through **United For ALICE**, UWNNJ leverages research, data, partnerships, and innovation to deepen understanding of financial hardship and advance solutions that increase financial stability.

This is not a traditional IT leadership role. The SVP will connect technology directly to mission impact, fundraising, stakeholder engagement, operational effectiveness, and organizational growth. Working collaboratively across

departments, the SVP will develop and execute a multi-year technology and business transformation roadmap that advances four strategic priorities:

- **Understand ALICE:** Strengthen research, data, analytics, and actionable insights.
- **Amplify ALICE:** Expand digital reach, communications, storytelling, and stakeholder engagement.
- **Impact ALICE**: Advance fundraising, partnerships, programs, and data-informed solutions that improve financial stability.
- **Equip the Organizations**: Build the technology, cybersecurity, data, AI, infrastructure, and organizational capabilities needed to operate effectively and scale impact

Primary Responsibilities:

Technology Strategy, Architecture & Governance

- Develop and execute a multi-year enterprise technology and business transformation roadmap aligned with UWNNJ's mission, strategic priorities, and growth objectives.
- Assess existing technology capabilities, infrastructure, systems, staffing, and processes to establish a scalable, secure, integrated, and cost-effective technology environment.
- Establish enterprise technology governance, investment priorities, performance measures, and accountability across departments and external partners.
- Develop technology OKRs and report strategic progress, investments, opportunities, and risks to executive leadership and the Board

Enterprise Data Strategy & Governance

- Establish and lead an enterprise data strategy that strengthens data quality, accessibility, integration, stewardship, privacy, and analytics across UWNNJ and United For ALICE.
- Improve integration across research, fundraising, programs, communications, finance, operations, and digital platforms to support data-informed decisions and measurable outcomes.
- Establish data governance standards and accountability to ensure responsible, secure, and effective use of organizational and research data

Cybersecurity, Privacy & Business Resilience

- Lead enterprise cybersecurity, privacy, technology risk management, and security governance, including policies, controls, incident response, and third-party risk.
- Ensure appropriate safeguards for organizational, donor, employee, research, partner, and constituent information.

- Oversee technology-related business continuity, disaster recovery, and risk mitigation to strengthen organizational resilience.

Technology Operations & Optimization

- Oversee enterprise technology systems, infrastructure, applications, vendors, managed service providers, and technology investments.
- Optimize the technology portfolio through modernization, integration, consolidation, automation, and cost management
- Ensure technology investments support reliability, security, usability, operational efficiency, and measurable organizational value.

AI, Innovation & Automation

- Lead responsible adoption of AI, automation, and emerging technologies to strengthen research, fundraising, engagement, service delivery, and employee productivity.
- Establish appropriate AI governance, privacy, security, and responsible-use standards.
- Evaluate and prioritize innovations based on organizational value, feasibility, adoption, risk, and mission impact

Business Transformation & Executive Leadership

- Partner with organizational leaders to redesign processes, strengthen cross-functional collaboration, and drive technology-enabled business transformation.
- Lead change management, training, and adoption strategies that ensure technology investments translate into measurable improvements in organizational performance.
- Lead and develop internal technology resources while managing external partners, vendors, and service providers.

Serve as a strategic advisor to the CEO and Executive Leadership Team, translating technology opportunities, investments, and risks into actionable organizational decisions

Requirements:

- **12+years of progressive technology leadership experience,** including significant senior-level responsibility for enterprise technology strategy, operations, and/or business transformation
- Bachelor's degree or equivalent combination of education and relevant professional experience.
- Demonstrated success developing and executing enterprise technology strategies that produce measurable business or organizational outcomes

- Broad expertise across enterprise systems, data and analytics, integration, cybersecurity, AI, digital technologies, and technology architecture.
- Experience leading cybersecurity, data governance, technology risk management, and business continuity initiatives.
- Proven ability to lead teams, manage organizational change, influence cross-functional stakeholders, and drive successful technology adoption.
- Experience managing technology budgets, investments, vendors, and external service providers.
- Exceptional strategic thinking, collaboration, financial acumen, and executive communication skills, including experience engaging senior leadership and Boards
- An understanding of cross-functional team dynamics along with the ability to facilitate effective interactions by working collaboratively with representatives from different departments.

Preferred Qualifications

- Experience in nonprofit, mission-driven, research-intensive, national network, or similarly complex organizations.
- Familiarity with fundraising CRM systems, constituent engagement platforms, research and data environments, and digital engagement technologies

Salary/Job Type:

- $180,000 annual
- Full time: 35 hours per week
- We invest in our team through a robust benefits package that includes healthcare, a generous 401(k) program, paid time off, and flexible time to support personal and professional well-being.

Work Environment:

- This job function uses standard office equipment, such as computers, phones, printer, and photocopiers
- Hybrid: Primarily remote, some office meetings with staff, board volunteers, vendors, and donors

Equal Opportunity Policy:

United Way of Northern New Jersey provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

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