CAPITAL G ®

Vice President Applications and Data

A career with Capital G, is more than just a job. When we say 'Welcome to the Family' we mean it. We're currently looking for someone to join our team. See if you have what it takes to join our growing family.

As Vice President of Applications and Data you will be responsible for all enterprise-wide IT application activities and associated Data based Architecture. You will establish an application strategy aligned to the Bank's strategic business needs and interpret their meaning to the organization's senior leadership team. The right candidate will be a strong leader focused on coaching and developing the applications team and their stakeholders.

The Vice President will manage Support Engineers, Release Managers, Technical Business Analysts, Developers and DBA's, and drive increasing consistency and quality execution of deliverables and operational practices. Along with your peers, the Vice President Applications and Data is accountable for developing an applications road map that optimizes the ROI on current and future solutions. The VP will also take day-to-day oversight on ensuring Service Excellence to Clients of the IT Department.

As a senior leader in IT, this role requires experience in operating both in-house and shared services, driving cultural change within an IT department, supporting business transformation, active collaboration, agility, technical excellence and the successful delivery of technology solutions. The ideal candidate will have a proven track record of effective execution, departmental transformation, solution ownership, relationship management, strategic planning, financial budgeting and forecasting, matrix management and must be able to demonstrate he/she has been a valued member of a team of peers and possesses the skills to effectively and positively influence others.

You must possess a demonstrated ability to attract, develop and retain talented IT individuals. You will also ensure satisfaction with IT related services for both internal and external customers while maintaining the system with target up-time.

Primary Responsibilities Include:
• **Risk Management**
- Manage operational risk
- Control responsibility
- Provide input to Business Disaster Recovery (DR) and Business Continuity Planning (BCP)
- Process design and operation
- Consolidate the IT process across the Business
• **Performance Management**
- Align IT team and objectives with Business performance objectives
- Control performance objectives and associated budget
- Define metrics based on overall Business objectives
- Develop OLA / SLA targets in line with business
• **Objectives Strategy**
- Define, update and implement application and data strategy
- Provide input to tactical and strategic planning
- Manage IT Applications across the Business
• **Project and Initiative Delivery**
- Plan and manage strategic IT initiatives
- Manage IT applications portfolio
- Manage IT Projects as required
• **Financial Management**
- Creation of budgets for Application and Data Department and associated projects
- Management of budgets and forecasts
- Budget optimization for cost effective service delivery
• **Team Management**
- Staff Management / Performance Management / Goal Setting
- Resource planning
- Succession planning
- Recruitment
- Optimize costs of services through a mix of internal and external resources
• **Business Infrastructure and Applications**
- Define and maintain Application and Data standards and architecture
- Define and adjust IT standards and technologies
• **Business and System Analysis**
- System optimization for business benefit
- Oversight of BA Team
- Own direct relationships with business
- Follow IT System Development Methodology (SDM)
- Optimize and design enterprise processes via IT
- Advise opportunity for Business Optimization through leveraging application(s) capability

• **Vendors and Service Providers**
- Acquire software / hardware
- Select, manage and control IT providers
- Manage outsourced services
- Maximize the mix of in house versus outsourced services
- Establish strategic service provider partnerships
• **Reporting and Communication**
- Management reporting
- Financial reporting
- Project reporting
- Internal and External Support Model
- Ability to manage L1, L2, L3 support model

The successful candidate must have:
• Bachelor's degree from an accredited college or university
• 15+ years experience in application implementation, maintenance & production support in a large scale complex global organization
• 8+ years managing multiple teams that performs large scale application management and/or support functions
• 5+ years of managing Service Provider / Out sourcing relationships
• Extensive experience managing applications and support strategy in a financial services environment
• Proven ability to communicate effectively with all levels of staff and managers and experience of dealing with executives
• Demonstrated ability balancing costs, risks, and schedule
• Experience with defining and executing strategies and approaches around code/ systems configuration management, patch/ maintenance releases for large-scale applications (COTS and custom)
• Demonstrated ability to set and meet deadlines and manage related risks
• Good judgment, customer service, consensus building, interpersonal and communication skills (both oral and written)
• Proven management experience and influencing skills and the ability to develop relationships and work effectively with both internal and external executives, managers and organizations
• Managing teams of 8+ people in a dynamic multi departmental organization

Capital G is an equal opportunity employer and offers a competitive compensation package commensurate with qualifications and experience.

Please submit a detailed cover letter and résumé no later than 14th August 2012 to:

Human Resources Department
19 Reid Street, Hamilton HM 11
P.O. Box HM 1194, Hamilton HM EX
Email: kmartins@capitalg.bm
Fax: + 441.296.7701

www.capital-g.com | 441.296.6969 | 19 Reid Street, Hamilton HM11, Bermuda
We sincerely thank all applicants for their interest. Only those candidates under consideration will be contacted.