

**Our Opportunity:**

At Chewy, data drives all of our decision-making, and our HR organization is no exception. Chewy is looking for an **Associate Director, HR Data Architecture** to join our Enterprise People Analytics Team based in Dania Beach, FL. In this role, you will steer us towards a future that is driven by data. You will oversee building a team of data experts and devising a multi-year plan for the enterprise HR Data Architecture. You will collaborate closely with HR Systems and Solutions, Enterprise People Analytics, IT and Business Leaders to define and deliver value across these four pillars: Data Definitions and Standards, Data Governance and Privacy, Data Integration, and Data Quality. With your enterprise data management expertise, we are confident that you will help us transform into a data driven organization and achieve our goals while implementing data governance best practices ensuring that data is used in a way that is ethical, secure, and compliant with relevant regulations.

This role reports into the Senior Director, HR Operation and provides deep expertise of HR data, processes, and systems to translate requirements into solutions which provide HR data as a product through our products and processes. A successful candidate has strong leadership skills with the ability to inspire and guide teams to success. This candidate will need excellent communication and presentation skills, adept at explaining complex concepts to both technical and non-technical stakeholders.

**What you’ll do:**

* Spearhead the organization's HR data initiatives, establishing and governing the data strategies and their impact on stakeholders, applications, and system architecture.
* Lead the team to define and shape the enterprise data architecture across all HR capabilities (Core HR, Advanced Compensation, Benefits, Talent, Payroll, Absence, etc.)
* Establish and partner with the data steering committee to identify opportunities for operational systems to generate valuable data points, to enable data-driven analytics across the ecosystem.
* Help teams identify data use cases that align with the enterprise data strategy roadmap. Work with business partners to understand business problems and how data can help solve them. Partner with technology and data teams to surface those problems--as well as to discuss and ideate possible approaches to solve them.
* Build and lead a high-performing team, providing guidance, mentorship, and technical expertise to ensure the successful execution of data initiatives, including key decisions on the HR data definitions, business rules and logic and own the HR Data Dictionary, provide security, best practices (e.g., rules of anonymization) and controls for analyzing employee data.
* Lead the team to deliver the multiyear roadmap, i.e., the Data Competency program for HR, encompassing standardizing data definitions and classification, business capability model, and governance, security, and privacy practices.
* Think creatively to find optimal solutions to our complex, often unstructured problems.
* Mitigate compliance risk and support auditing.

**What you’ll need:**

* The successful candidate will have a strong understanding of data-driven business models, experience in managing large data initiatives, and a track record of delivering measurable results in a fast-paced environment.
* Bachelors or masters degree in computer science, statistics, mathematics, or a related field
* 7+ years of experience in data strategy, data analytics, or a related field.
* Excellent leadership and team management skills.
* Strong communication skills, with the ability to explain complex data concepts to non-technical stakeholders.
* Experience working with cloud-based data platforms. HR business drivers, data structures and system architectures.
* Familiarity with data governance and regulatory compliance frameworks such as GDPR, CCPA or HIPAA.
* Working knowledge of IT security policies, standards, and protocols, as it relates to HR data protection.
* Proficiency in developing data strategies and roadmaps aligned with organizational goals.
* Excellent communication and organizational skills - able to translate between technical and business groups, bring forward a vision or opinion.
* Comfort with leading multiple tasks and projects simultaneously, prioritize decisions and tasks effectively, and thrive in a fast-paced, dynamic environment.
* Ability to influence and communicate technical content to non-technical audience.
* Bring a consultative mindset and are able to experiment and innovate.
* Are highly self-motivated, have a stellar work ethic, and looking for the right company to support your growth.