



Job Posting for Associate Director of Workforce Analytics

IBHE has been supporting higher education in Illinois for more than 50 years. We are a dedicated team of professionals, overseen by a Board appointed by the Governor, who are working for a strong, equitable higher education system, which we believe is essential for the state to thrive. We work with leaders in colleges, universities, state and federal government agencies, governors, legislators, and other entities to strategically further this mission.

The higher education strategic plan, [*A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth*](#), includes three goals and 25 strategies to help achieve the vision of a higher education ecosystem that ensures individuals, families, and communities across the state thrive.

- **Equity** - Close equity gaps for students who have been left behind.
- **Sustainability** - Build a stronger financial future for individuals and institutions.
- **Growth** - Increase talent and innovation that drives economic growth.

The Position: Associate Director of Workforce Analytics

IBHE is working to ensure that Illinois higher education continues to be a leader in developing a diverse talent pipeline that will drive Illinois' economic growth. As part of the strategies in *A Thriving Illinois*, we are undertaking a new portfolio of work, in partnership with other state agencies, to assess the current and future regional and statewide employment needs, to identify the portfolio of academic programs offered throughout the state, and to determine where gaps and/or mismatch might exist.

The Associate Director, as the founder of this role and work, will be responsible for conceptualizing the project, building a methodology and conducting an annual analysis on this and in other areas that will inform Board decision-making.

Primary Responsibilities

The Associate Director provides leadership, oversight, and thought partnership to IBHE's growing role in actively fostering the state's economic growth through higher education policy.

- Develops and implements a methodology for an annual statewide supply and demand analysis, assessing regional and statewide economic needs, the state's portfolio of academic programs, and determining gaps or mismatch.
- Analyzes earnings and employment outcome data, reporting and making policy recommendations, as well as strengthening data tools available to institutional and public users.

- Collaborates with institutional and agency partners to carry out the work
- Contributes to the agency's collaborative team culture, helps achieve the agency's strategic goals, and commits to continuous growth and learning.

The ideal candidate:

- is passionate about public service and education
- is a thought partner, a good communicator, intellectually curious, and a doer
- is committed to continuous learning and growing
- is a supportive colleague, reinforcing a strong team-focused culture

Education and Experience:

- Master's degree in economics, data analytics, public policy, business administration, or related
- Five years of higher education, education, government, or other related experience.
- Additional years of relevant experience may be substituted for the Master's degree.

Knowledge, Skills and Abilities:

- Commitment to public service and passion for education
- Ability to conceptualize and bring a project to fruition
- Demonstrated ability to work with a variety of stakeholders, such as college and university officials, state agency executives, and the business and employer community, among others.
- Excellent analytic skills, with strong ability to present complex information in forms accessible to non-technical audiences
- Data visualization, mapping, and related skills a plus.
- Strong interpersonal skills, with a commitment to collaboration and teamwork

Work location

Work locations are Chicago, IL, with a fully remote work schedule or Springfield, IL, with a hybrid schedule. Those located in other areas of Illinois will also be considered. Occasional travel within Illinois is expected, as required by the work.

Salary:

Salary is commensurate with experience within the range of \$75,000 - \$90,000. We offer the state's competitive employee benefits package.

Application Process:

For full consideration, submit (1) letter describing your interest in the role and how you meet the qualifications, (2) resume, and (3) at least three professional references including names, professional titles, and current emails and phone numbers.

Interviews will begin immediately and will be conducted virtually. Please submit your materials by e-mail to:

humanresources@ibhe.org

We are committed to a diverse and inclusive workforce by ensuring all our staff work in an environment of openness and acceptance. We strive to foster a community where people of all backgrounds, identities, and perspectives can feel secure and welcome. We also value the well-being of each of our employees and are dedicated to creating a healthy place to work. As an Equal Opportunity Employer, we strongly encourage veterans, individuals with disabilities, women, and minorities to apply.

IBHE is an equal opportunity employer committed to a diverse workforce. In compliance with the Americans with Disabilities Act and the Illinois Human Rights Act, state agencies must ensure that the employment process is accessible to persons with disabilities. Specifically, these laws require that the state provide reasonable accommodations upon request by individuals participating in all steps of the employment process. This includes the State of Illinois interview process.