



Job Title: Director of Technology

Reports to: CEO

Location: Nashville, TN

Start Date: March 1, 2023

Position Summary:

AgriCapture is a mission-driven company that certifies Climate-Friendly practices on farms, ranchlands and grasslands and quantifies associated emissions reductions, enabling producers to generate revenue for their sustainable management practices. By certifying agricultural products as Climate-Friendly and developing carbon credits, we serve corporations who are reducing and offsetting their GHG emissions while empowering consumers to consciously select Climate-Friendly products. We are seeking a Director of Technology to oversee all IT functions of our company.

As the Director of Technology, you will serve as the overall technical leader for the organization. In this role, you will guide (with peers, partners, and senior leadership) the identification and development of AgriCapture's IT ideal state. The initial focus of this position will be developing and deploying an industry leading data management and reporting system that supports the carbon credit generation and certification processes in a competitively differentiated manner. This will be a dynamic, fast-paced position providing a unique opportunity to be a part of a growing company that is poised to have a positive environmental impact.

Objectives of the Role

- Guide the development of AgriCapture's Information Technology strategic roadmap which spans from its current infancy state to an ideal state that supports multiple service lines and efficiently scales
- Build out AgriCapture's Information Technology team and make the right hires to develop IT capabilities
- Develop an in-depth understanding of the industry and company operations to serve as the central leader on how IT solutions can materially enhance the company's ability to monitor and verify sustainable farming practices and obtain / track carbon credits throughout the entire value chain

Responsibilities

- Lead the development and adoption of a Product Development Life Cycle (PDLC) and Software Development Life Cycle (SDLC) methodology that ideally suits AgriCapture and its business processes (Modified Waterfall, Agile, etc.) and enables the organization to use technology to seamlessly scale operations and services
- Analyze business requirements to guide the selection of the right cloud-based development and hosting environment while ensuring AgriCapture solutions and information is secure
- Oversee the migration of applications to the cloud and the development of new solutions within the Cloud environment, AWS or Azure
- Direct the database design, architecture, development, and deployment of the company's data management system
- Guide the development of a data "extract, transform, and load" (ETL) system that includes structured and unstructured data
- Oversee technical strategy and architecture across data integration, data warehousing and data access layers

- Drive the design and implementation of data privacy and security related processes across data lake, warehouses, and Business Intelligence layers
- Support the GIS team by providing guidance and assistance as needed
- Manage the Information Technology budget

Skills and Qualifications

- BS/BA in computer science, business, stats, mathematics, or applicable work
- 8+ years of experience building, leading and inspiring effective data engineering teams building scalable data and analytical solutions
- 5+ years of hands-on experience in modern data architecture and data modeling
- Strong communication skills with the ability to translate technical needs and issues to the business and business objectives to the technical teams
- Experience leading, developing and coaching teams and team members to achieve successful outcomes
- Proven experience in developing data solutions in Cloud (Azure, AWS) and with one of Business Intelligence Tools (PowerBI, Tableau, Looker, Domo)
- Prior experience managing the development and deployment of an enterprise data management system and supporting analytics. Preferably, from the ground-up
- Excellent problem-solving skills with the ability to quickly understand complex problems and identify the best solutions
- High performer with history of delivering consistent and exceptional results

Benefits

- 100% of employee medical premiums company paid
- Employer HSA contribution
- Coverage for Dental, Vision, Disability, and Life Insurance
- Identity Theft and Prepaid Legal coverage options available
- Competitive Pay
- Time away: Flexible PTO and paid holidays
- 401k with company match
- Allowance for office equipment
- Monthly happy hours, weekly lunch catering and office snacks and drinks

AgriCapture is committed to creating a diverse environment and is proud to be an equal-opportunity employer. AgriCapture recruits, employs, trains, compensates, and promotes regardless of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Please send a **cover letter and resume** to recruiting@agricapture.com.