



W.K.
KELLOGG
FOUNDATION™



POSITION PROFILE

Director of IT, Data & Business Intelligence

W.K. Kellogg Foundation

Battle Creek, MI



ABOUT THE W.K. KELLOGG FOUNDATION

Guided by the belief that all children should have an equal opportunity to thrive, WKKF works with communities to create conditions so children and families can realize their full potential.

The W.K. Kellogg Foundation (WKKF), founded in 1930 as an independent, private foundation by Will Keith Kellogg, is among the largest philanthropic foundations in the United States. The foundation is based in Battle Creek, Michigan, and works throughout the United States and internationally, as well as with sovereign tribes. WKKF centers racial equity, community engagement and leadership in its work and invests in community-led efforts that strengthen education, health, food and workforce systems.

In 2007, WKKF's board of trustees committed the foundation to being 'an effective antiracist organization that promotes racial equity.' That commitment shapes how WKKF operates internally and partners externally, making this a meaningful, mission-driven place to work for those who share a deep belief in equity and the potential of every child. Learn more at wkkf.org.

About Our Workplace

This role is part of WKKF's Technology & Integrated Experiences (TIE) team, which provides the enterprise technology infrastructure and data capabilities that power the foundation's grantmaking, operations, and mission-driven work across the United States and internationally.

Our community of more than 240 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together. WKKF is a mission-driven workplace for highly skilled collaborators who want their work to contribute to a more equitable future for children and families. The foundation values different perspectives, continuous adaptation and investment in its people.

WKKF operates as a networked organization, structured around empowered, outcome-based teams that collaborate across functions with agility and shared accountability. Employees are assigned to a WKKF office, and many roles support hybrid work arrangements depending on business and community needs.

THE OPPORTUNITY

The Director of IT, Data & Business Intelligence is a senior enterprise technology leader responsible for defining and executing WKKF's multiyear data strategy.

Spanning data architecture, integration, master data management, governance, business intelligence, analytics, and responsible AI, this role reports to the Vice President for Technology & Integrated Experiences (TIE). This leader will build the data foundation and organizational capabilities that enable evidence-informed decision-making, operational excellence, and mission impact at scale across finance, grantmaking, programs, and operations.

Key Accountabilities / Essential Functions

Leadership & Organizational Strategy

- Provide strategic leadership for the foundation's enterprise data, analytics, BI, MDM, and responsible AI capabilities.
- Align the data strategy, operating model, governance, investments, and workforce plan with the foundation's mission and technology roadmap.
- Partner with executive and functional leaders to define the decisions and outcomes that data must enable.
- Lead organizational change associated with new platforms, shared definitions, governance responsibilities, and AI-enabled ways of working.
- Establish measurable outcomes and communicate progress, risks, and value to executive stakeholders.
- Represent the foundation with strategic partners, vendors, consultants, and peer organizations.

Enterprise Data Architecture, Integration & Cloud

- Lead the design and evolution of a cloud-based enterprise data lakehouse using medallion architecture.
- Develop an enterprise data model supporting finance, grantmaking, relationship management, operations, reporting, and impact measurement.
- Establish common business definitions, reusable data products, certified datasets, and a governed semantic and metrics layer.
- Define modern integration patterns and integrate FLUX, Salesforce, SAP, and other enterprise systems with the lakehouse, MDM platform, and BI environment.
- Ensure data platforms and integrations are scalable, secure, resilient, and cost-effective.

Master Data Management & Governance

- Develop the enterprise MDM strategy and lead selection, implementation, and adoption of an MDM solution.
- Establish trusted 360-degree views of the foundation's relationships, resources, activities, and impact.
- Implement a practical governance model with clear ownership, stewardship, decision rights, standards, and access controls.
- Build and sustain an enterprise-wide data stewardship program to improve data quality, consistency, ownership, and trust.
- Establish data cataloging, business glossaries, metadata, lineage, classification, and quality measurement.

Business Intelligence & Data Democratization

- Define and implement the enterprise BI strategy using Tableau, Power BI, or a comparable platform.
- Sunset legacy reporting and spreadsheet-based analysis with trusted dashboards, certified datasets, and self-service capabilities.
- Establish consistent definitions for enterprise metrics, KPIs, and reporting dimensions.

- Apply human-centered design and accessibility principles to reports, dashboards, and analytical experiences.
- Promote data storytelling, trend analysis, forecasting, and evidence-informed decision-making.

Data Literacy, Adoption & Responsible AI

- Develop a foundation-wide data literacy and adoption strategy; equip employees to find, understand, and responsibly use enterprise data.
- Develop a practical and responsible approach to AI, machine learning, automation, and advanced analytics.
- Identify high-value use cases that augment staff capacity, improve data quality, and accelerate insight development.
- Establish safeguards for privacy, security, bias, transparency, human oversight, and appropriate data use.
- Build trust through controlled pilots, measurable outcomes, stakeholder participation, and clear communication.

Team, Resource & Partner Leadership

- Build, lead, and develop a high-performing enterprise data and business intelligence team.
- Manage a blended workforce of employees, onshore and offshore resources, consultants, managed services, and technology partners.
- Manage budgets, contracts, licensing, cloud consumption, vendor performance, and strategic partnerships.
- Serve as an active member of the Steering Committee.
- Carry out other related responsibilities and special projects as assigned.

CANDIDATE PROFILE

Strong candidates will bring many of the capabilities and experiences below. WKKF recognizes that no candidate is likely to meet every preferred qualification and encourages candidates with transferable skills and the capacity to grow into the role.

Education and Experience

- Bachelor's degree in Computer Science, Information Systems, Data Science, Business Intelligence / Analytics or a related field; advanced degree preferred but not required.
- 12+ years of progressive experience in enterprise data management, analytics, or business intelligence, including 5+ years in a senior leadership role.
- Experience managing blended teams of employees, consultants, and managed service providers.
- Demonstrated experience defining and executing enterprise data transformation strategies, including the implementation of cloud-based data lakehouses, modern data architectures, and scalable analytics ecosystems.
- Deep expertise in enterprise data architecture, medallion architecture, data modeling, semantic layers, data integration, metadata, lineage, data quality, and data observability.
- Proven experience selecting, implementing, or significantly expanding an enterprise master data management platform, including golden records, matching and survivorship rules, reference data, stewardship, and 360-degree data views.
- Experience integrating enterprise platforms such as FLUXX, Salesforce, SAP, or comparable grantmaking, CRM, ERP, and financial systems with MDM, cloud data platforms, and analytics solutions.
- Strong experience with responsible AI, machine learning, automation, and advanced analytics, including identifying high-value use cases, establishing appropriate safeguards, and building organizational trust and adoption.

- Demonstrated ability to influence executive and cross-functional leaders, translate complex technical concepts into business outcomes, lead organizational change, and deliver measurable enterprise value.
- Prior experience in a nonprofit, philanthropic, or mission-driven organization.

Core Capabilities

- Deep technical fluency in cloud data architecture, medallion/lakehouse patterns, data integration, MDM, and enterprise BI platforms (Tableau, Power BI, or equivalent).
- Ability to translate business needs into data strategies, platforms, and governance structures that enable organizational decision-making.
- Track record of building and sustaining data governance programs, stewardship models, and data quality cultures.
- Strong executive communication skills, able to present complex data concepts clearly to non-technical stakeholders.
- Experience with responsible AI frameworks and practical AI/ML implementation in enterprise contexts.
- Demonstrated ability to lead organizational change and drive adoption of new platforms and ways of working.
- Commitment to equity, inclusion, and impact in the role's area of responsibility.

Desired Qualities and Characteristics

- Alignment with WKKF values and DNA, including a genuine commitment to racial equity, community engagement, and leadership.
- Intercultural competence and openness to diverse perspectives, lived experiences, and ways of knowing.
- Humility, self-awareness, and a collaborative spirit that builds trust across teams, partners, and communities.
- Systems thinking: the ability to see the whole, connect the dots, and understand how decisions ripple across the organization.
- Change competence: comfortable leading in ambiguous environments and helping others navigate transition.
- Accountability and results orientation balanced with genuine collaboration.



TOTAL REWARDS, TOTAL WELL-BEING

Investing in our people means caring for the health, well-being and success of our employees and their families, a precedent set by our founder, Will Keith Kellogg, more than 90 years ago.

Today, our Total Rewards package provides top-tier compensation and benefits as we aim to be the best foundation to work for.

Salary range: \$183,000 – \$228,000

The final offer will be based on relevant experience, skills, internal equity and WKKF compensation practices. WKKF offers a comprehensive Total Rewards package that goes beyond salary. At a glance:

Compensation	Competitive salary, performance merit awards, spot bonuses, service awards, and recognition programs
Health & Welfare	Medical, dental, and vision coverage effective on date of hire; spouse/domestic partner and dependent eligibility; HSAs, FSAs, and Choice Credits to help offset premiums
Retirement	Retirement plan contributions and retiree healthcare
Income Protection	Term life insurance, AD&D, short-term disability, and long-term disability
Wellness	Health & fitness reimbursement, financial planning support, and wellness incentives
Extended Programs	This role is Flexible Work Program eligible (eligibility based on work location). Additional benefits include the Employee Assistance Program, educational reimbursement, adoption assistance, relocation assistance, and more.

To learn more about our comprehensive Total Rewards offerings, please visit the WKKF Careers website.

HOW TO APPLY

Interested candidates should submit a resume and cover letter to Silver Tree Services, the retained search firm supporting this engagement. Please direct inquiries and applications to:



Beverly Mills, VP Recruitment and Resources

Silver Tree Consulting and Services

www.SilverTreeServices.com

Beverly.Mills@SilverTreeServices.com

Subject line: Director of IT, Data & Business Intelligence – WKKF

Applications will be reviewed on a rolling basis. For full consideration, please submit materials at your earliest opportunity. The position will remain open until filled.

EQUAL OPPORTUNITY EMPLOYMENT

The W.K. Kellogg Foundation is an equal opportunity employer and welcomes applications from individuals of all backgrounds, identities, experiences, and perspectives.

The W.K. Kellogg Foundation is committed to advancing diversity, equity and inclusion in our workplace, partnerships and programming. The active pursuit of racial equity, including addressing structural racism and supporting healing, is central to our work. We value diverse backgrounds, identities, perspectives and lived experiences and believe they strengthen our ability to create opportunities for children, families and communities to thrive. We aspire to foster a culture where every person is valued, included and has a sense of belonging.

The statements in this posting are intended to describe the general nature and level of work performed and are not an exhaustive list of all responsibilities, duties, qualifications or working conditions.