

INSTITUTE FOR SOCIAL RESEARCH & DATA INNOVATION



EMPLOYMENT OPPORTUNITY

Be a part of something BIG.

DATA TEAM MANAGER

JOB OPENING ID 358945

ABOUT THE TEAM

The Institute for Social Science and Data Innovation (ISRDI) (isrdi.umn.edu) is an interdisciplinary research institute at the University of Minnesota. This position is within ISRDI'S IT group. ISRDI IT supports the Institute's research computing web, software, and infrastructure needs, the large majority of which are in service to IPUMS (ipums.org), a leader in the field of quantitative social science research and the largest disseminator of census and demographic data to the world's academic research community. For more than 30 years, IPUMS has been on a mission to gather, process, link, and publish billions of records describing human populations spanning hundreds of years and more than 100 countries, resulting in the world's largest demographic database. ISRDI IT supports this mission by leveraging leading open-source tools to solve complex data and computation challenges and build reliable, scalable data production and dissemination systems.

At ISRDI IT, we strive to create an environment based on collaboration and mutual respect that centers on work-life balance and professional development. We practice a 40-hour week with flexible schedules and remote work opportunities, provide robust support for professional development and create space for regular peer-to-peer mentoring, and provide opportunities for every team member to show formal and informal leadership, all of which complement a competitive University benefits package. We want ISRDI IT to be a great place to work, and we're proud to have an average staff tenure more than twice the industry average.

You can learn more about ISRDI IT at our blog (<https://tech.popdata.org/>).

ABOUT THE JOB

This role is for the manager of the ISRDI IT Data Team. Our Data Team enables our internal research staff by providing tools and services to support their data production workflows. These workflows process large-scale data in order to create the harmonized datasets and other IPUMS data products that we disseminate. The work features challenges of data scale, complexity, and heterogeneity and utilizes a diverse range of technologies, including Python, Polars, Numpy, Rust, Spark, Parquet, Sqlite, and more to create custom solutions.

This role will be leading a team of six Data Engineers of varying tenure, most of whom opt for a hybrid work schedule. While we believe that spending at least one day a week in the office while getting to know the team and the Institute would be valuable, we will also consider candidates that need to work fully remotely.

Our team manager role is a dynamic one that is part people manager, part project manager, and part product owner with work that is highly visible and will contribute directly to the overall success of our organization. As staff manager, you will steward an environment that leads to motivated developers who

support each other, feel fulfilled in their work, and have clear career growth plans. As project manager, you will facilitate a process that keeps everyone informed and makes space for the team to deliver high-quality solutions while balancing the team between development projects and support work. As a product owner, you will partner with our research staff to understand their goals and keep our work aligned with the mission. As part of the IT leadership group, you'll join other team managers and the IT Director to support cross-team and all-IT initiatives. There's also opportunity to make some room for occasional technical contributions if you have skills you'd like to keep sharp.

While the successful candidate will need to bring some experience wearing some of these hats, we certainly don't expect you to have mastered any of these areas. ISRDI offers an environment small enough to allow you to sustainably practice and grow your management skills and to develop meaningful relationships across the entire organization, yet we are large enough to offer many interesting challenges and lots of room for career development. It is essential to arrive with a growth mindset and an interest in sharing your knowledge, wisdom and perspective so that we can learn from each other and improve our practice as we tackle the complex job of building and supporting effective software systems.

RESPONSIBILITIES

- **30% - Project Management.** Participating in planning and prioritization processes, preparing projects for execution, facilitating an agile software development project methodology, and maintaining communication across team and stakeholders.
- **30% - Product Management.** Understanding user needs and motivations, facilitating user-centered research and design activities, ensuring solutions are aligned with needs.
- **20% - Staff Management.** Supervising staff, managing the performance review process, developing professional development plans, performing basic HR responsibilities.
- **10% - IT Leadership.** Collaborating with the IT lead group on cross-team and all-IT activities and initiatives.
- **10% - Professional Development.** Growing and maintaining management or technical skills, staying up to date with industry trends and standards.

Salary Range: Annual salary starting at \$120,000- \$140,000 depending on qualifications.

Work Location: ISRDI is located at 50 Willey Hall. This position is eligible for hybrid or fully onsite work arrangements. Preference will be given to candidates who can work onsite 2-4 times per month. We will consider fully remote candidates who have a proven track record of managing fully remote teams.

QUALIFICATIONS

Required Qualifications

- BA/BS plus at least six years of experience, or master's degree plus at least four years of experience.
- At least 1 year prior experience managing software development projects and/or teams
- Some prior hands-on experience with software development or adjacent technical work (e.g. ops, data science, UX/UI)
- Excellent written and verbal communication skills
- An ability to practice servant leadership

Additional selection criteria*

*Candidates who do not meet any of the additional selection criteria will be considered and are encouraged to apply.

- More than 1 year experience managing technical staff
- A solid foundational understanding and experience practicing at the intersection of Agile software development methodology and DevOps principles
- Experience with digital product management concepts such as user-centered design, customer research, and metrics-based observability
- Experience building/managing APIs and/or shared platforms/services
- Experience working in academic research environments

ABOUT THE DEPARTMENT

[IPUMS](#) is part of the Institute for Social Research and Data Innovation ([isrди.umn.edu](#)), which includes the Minnesota Population Center ([pop.umn.edu](#)), the Life Course Center ([lcc.umn.edu](#)), and the Minnesota Research Data Center ([mnrdc.umn.edu](#)). The Institute supports the work-life balance of our staff with 40 hour work weeks and flexible work hours. The University also offers excellent health insurance, retirement benefits, and tuition assistance. IPUMS encourages and supports staff training and development.

Diversity, equity, and inclusion are core values of our organization. We are committed to creating a work environment that celebrates and promotes diversity and advances a culture of inclusion for persons from historically excluded and underrepresented groups. We aspire to create a space that encourages and embraces inclusiveness, equal opportunity, and respect. We strongly encourage women and members of underrepresented groups to apply.

APPLICATION PROCEDURE

Please apply <https://hr.myu.umn.edu/jobs/ext/358945>. Application requirements include a resume, and a cover letter describing your interest and qualifications in the position. Questions concerning the application process may be addressed to Alex Lunde, HR & Operations Manager, at isrди-jobs@umn.edu.

Any offer of employment is contingent upon the successful completion of a background check. Our presumption is that prospective employees are eligible to work here. Criminal convictions do not automatically disqualify finalists from employment.