



# Masons of California

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## JOB TITLE:

### Vice President of Technology for the Masons of California

Masonry is the world's first and largest fraternal organization, and is based on the belief that we each have a responsibility to help make the world a better place. With more than 50,000 members, Masonry in our state represents the entire spectrum of diversity. Over 1,000 men join each year; their average age is 38. Through our culture of philanthropy, we make a profound difference for our brothers, our families, our communities, and our future.

The mission of the Masons of California, to foster personal growth and improve the lives of others, is carried out through Masonic principles and tradition.

Our mission is guided by the enduring and relevant principles of our fraternity:

- *Brotherly love.* We value respect, freedom, kindness, tolerance, and our differences - religious, ethnic, cultural, social, generational, and educational - and strive for harmony in our individual lives, in our lodges, and in the global community.
- *Relief.* We take responsibility for the well-being of our brothers, our families, and the community as a whole. We provide relief through philanthropy, community involvement, and delivery of excellent care for children and seniors.
- *Truth.* We stay true to our personal code of conduct and ethics - honor, integrity, personal responsibility, and the continuous pursuit of knowledge.

The Masons of California achieves this work through six different, but related entities. Through the California Masonic Foundation, we champion California public schools in early literacy, and college access and success for deserving -- but often overlooked -- children who might not otherwise have the ability to obtain a higher education. Excellent care and critical services are provided to seniors over 60 years old at our Masonic Homes of California and Acacia Creek Community and through our statewide outreach programs. The Masonic Center for Youth and Families, operated through the Masonic Homes of California, addresses the need for integrated help for youth who struggle with behavioral or mental health issues. Non-profit and for profit building corporations exist to support a portfolio of real estate around the state.

### The Role

The Vice President of Technology will provide leadership and direction for all IT Operations. The successful candidate will consistently be learning and engaging

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technology. It is this best practice approach that will influence his/her strategic plan as he/she responds to the needs of the organization's growth and objectives, and to the needs of the organization's members. This leadership position will report into the CEO, and as a thought partner with other executive staff members, will develop a vision for the Masons of California's technology. Some of the key points which make this opportunity attractive include:

- Leading the technology department of a distinguished organization that constantly expands and improves to support a number of notable causes.
- Working for an organization with a culture centered around building relationships, and being friendly, compassionate and honest.
- Maintaining a healthy work-life balance while serving as an integral member of the management team.
- Engaging in a fulfilling career that supports healthcare, public education, and philanthropic initiatives of the Organization.

### **Responsibilities**

**Future Planning:** The VP will develop, establish and implement long- and short-range technology goals that will be integrated into policies and operating procedures. The person in the role will assess emerging information technologies and services (especially in the health care industry) to be assimilated, integrated, and introduced within the organization. As part of the assessments, the VP will integrate information from internal partners to develop a well-informed perspective that can be used to optimize organizational performance and increase potential value and savings for the organization.

**Project Management:** Leading projects will be an important part of the role. The VP will immediately begin work on a project to rebuild our current member database, iMember. As part of this and other projects, the VP will need to work with various stakeholders to build a vision and execute to a project plan. The VP will suggest alternative technical solutions to meet business requirements and provide technical direction from definition phase through completion.

**Technology Services:** The VP will direct the information and data integrity of the organization and its business units. The VP will develop and establish operating policies and approaches for computing and information technology across multiple sites and locations and recommend enhancements. These efforts include managing internal desktops / laptops, telephone systems, and helpdesk support for our employees and residents. As part of technology operations, the VP will also review, approve and execute major contracts for computing and information technology services and equipment.

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**Security & Compliance:** The VP will ensure the security of our internal systems, equipment and ecommerce data. The person in the role will lead and execute various compliance initiatives and regulatory and security requirements. A critical component will be ensuring compliance with relevant governmental regulations for information security and privacy, particularly HIPAA. She or he will be responsible for the development, review, and certification of all back-up and disaster recovery procedures and plans.

**Player / Coach:** The VP will attract, develop, and retain talent to ensure that people with the right skills and motivations to meet business needs are in the right place at the right time. The person in this role will also create an environment that embraces change; makes change happen—even if the change is radical—and helps others to accept new ideas.

#### Qualifications

- BA/BS degree in Computer Science, Information Technology or equivalent; MS preferred.
- 10-12 years of progressive IT experience and leadership with at least 5 years as a hands-on IT.
- 5 years managing a distributed team.
- IT experience in a company with extensive SaaS and IaaS based infrastructure.
- Experience with B2C products deployed via the “cloud”.
- Experience implementing a CRM solution.
- Experience ensuring compliance with HIPAA regulations.
- Experience in managing IT professionals, data centers, and NOC operations and services.
- Experience in strategic planning and execution. Knowledge of contracting, negotiating, and change management.
- Awareness of developments in the larger business community that will affect the Organization in a significant manner, and recommend viable business strategies accordingly.
- Knowledge of information technology computer systems and software and the ability to manage the entire spectrum of information technology operations.
- Excellent professional written and verbal communication and interpersonal skills.
- Ability to motivate distributed teams to produce quality systems and solutions within tight timeframes and simultaneously manage several projects.
- Ability to be a thought partner with the executive team, as well as communicate effectively with a wide and diverse customer base.

To apply, please submit resume and cover letter to Andrew Uehling (auehling@freemason.org).