



Title: Director of Strategic Innovation & Research

Job ID: 252655710101

Campus: Uvalde

Closing Date: July 24, 2026

Job Summary: The Director of Strategic Innovation & Research (SIR) is responsible for leading and overseeing all aspects of institutional research activities to support data-informed decision-making, strategic planning, and institutional effectiveness. Reporting to the Chief of Staff, this position requires a combination of strong analytical, leadership, and communication skills to collaborate with various stakeholders and provide accurate, timely, and relevant information. The position directs an effective and wide-ranging program of quantitative and qualitative research that supports decision-making at all levels of the College and includes activities such as student outcomes and follow-up research, needs assessment, feasibility studies, cost-benefit analysis, policy analysis, survey research, focus groups, and grant development. The incumbent must possess strong leadership and management skills, interpersonal skills, vision, and initiative to accomplish the strategic goals and objectives of the college. Enthusiasm, vision, energy, and dedication toward the college's strategic goals will be paramount in who is selected. Recruits, orients, trains, supervises, and evaluates professional and support staff. Performs other duties as assigned.

The following responsibilities are intended only as illustrations of the various types of work to be performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position. Performs other duties as assigned.

1. Ensures that research and evaluation methods are applied appropriately, and that data and reports released are accurate.
2. Works collaboratively with the Senior Director of IT and Enterprise Application, and stakeholders across the college, to develop, implement, and manage an effective data governance and analysis program.
3. Fosters a culture that strikes the appropriate/necessary balance between enabling access to data and information while complying with legal, ethical, and regulatory guidelines.
4. Leads and facilitates meetings of work groups; proposes solutions consistent with data integration and governance objectives.
5. Collects metrics required to assess the effectiveness of past interventions, and tracks service performance against established expectations.
6. Supports the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) compliance certification and quality enhancement plan (QEP), grant development, and staff development.
7. Serves as the College's Integrated Postsecondary Education Data System (IPEDS) Keyholder for federal IPEDS reporting and supports/supervises the College's State Reporting Official to the Texas Higher Education Coordinating Board.
8. Stays abreast of current knowledge, methods, and best practices related to institutional research, planning, evaluation, and data management; monitors policies and procedures; maintains knowledge of current trends, events, and emerging issues; and identifies information, programs, and resources useful to the SIR and the College.

Classification: Full-time, Exempt

Department: Strategic Innovation & Research

Salary: Commensurate with education and experience; 12-month position.

Other Benefits: Benefits package available (Health/Life insurance, retirement plan, sick/personal leave, holidays, waived tuition for eligible employees and dependents).



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QUALIFICATIONS

Education: Master's Degree or equivalent experience in a relevant field required.

Experience & Training: Extensive computer, database, and statistical analysis skills are essential. Demonstrated ability to interpret, organize, present, and apply basic and complex research techniques to obtain data from a variety of sources and activities. Must possess authentic leadership skills, ability to mentor, support, and develop talent, hold people accountable, and achieve results.

Additional Qualification Requirements: Must possess the required knowledge, skills, abilities and experience and be able to explain and demonstrate, with or without reasonable accommodations, the essential functions of the job. Experience in working with diverse populations. The candidate must be authorized to work in the U.S. and must provide verifiable credentials and complete the background check specified for the position successfully. Travel required to other geographic locations served by the college. Must have a valid driver's license and be insurable through SWTX insurers.