



<https://evergreen.partners/careers/director-erp/>

Director of ERP/Workday Solutions (Healthcare)

Position Overview

Evergreen Healthcare Partners is seeking a dynamic and experienced Director of ERP/Workday Solutions. You will be an architect in driving the strategy, deployment, and operational excellence of ERP initiatives with our healthcare clients. You will build strong partnerships with healthcare executives and provide expert guidance on ERP solutions tailored to meet their organizational goals. You will provide leadership across multiple client engagements and will also build trusted relationships with our ERP consultants. You will bring strategic thinking and technical expertise to foster a high-performing, client-focused, and growth-oriented team culture. Your success will lie in delivering value-driven ERP/Workday deployments that enhance organizational goals and efficiencies. In addition, you will bring a collaborative approach to working with the Advisory and Strategic Services team to achieve greater outcomes across our collective client work.

The person in this role actively contributes to our culture of belonging, where everyone feels welcome and supported. In addition, this person embraces Evergreen's goal of being the "Best Place to Work" through building relationships, working collaboratively, and embodying our company's values (Care Personally, Extend Grace, Be Responsive, Take Ownership, Be Transparent, Innovate).

This position reports to our SVP, Solutions. Work can be done either in-person in our Middleton, WI office, fully remote, or hybrid.

Essential Functions

Business Development & Sales Enablement

- Collaborate with Account Executives to identify leads, engage with customers/prospects, and cultivate opportunities.
- Participate in client meetings as a subject matter expert and serve as the owner for approach and methodology for client specific needs.
- Support and contribute to proposal and RFP response development including strategy, project scope and timeline, pricing, and resourcing; ensuring alignment with client strategic goals and needs.
- Create thought leadership content, marketing materials, and attend industry conferences.
- Leverage industry knowledge and connections to identify business opportunities and drive new opportunities.
- Identify and develop solutions and service offerings based on market trends and client needs.

Delivery Excellence and Team Mentorship

- At times, serve as billable consultant for Evergreen Solution projects with a focus on ERP/Workday deployments including project design, discovery, planning, execution, and project close.

Hiring organization

Evergreen Healthcare Partners

Job Location

6720 Frank Lloyd Wright Ave, Suite
200, 53562, Middleton, WI, USA
Remote work possible

- Accountable for project scope, timeline, resources, and budget for Evergreen Solution projects.
- Provide oversight and accountability for project outcomes through outcomes documentation, lessons-learned, and leave-behind materials.
- Cultivate strong relationships with healthcare clients, act as a trusted advisor during engagements and continue to maintain these relationships.
- Serve as liaison and highest level of escalation between diverse IT and operations groups including executive leadership.
- Mentoring consultants/team members on Evergreen Solution engagements.
- Provide coaching and guidance to the Consultant Engagement Team, enhancing their skills in sourcing, screening, and engaging top talent within the ERP/Workday space.
- Develop innovative approaches to attract and retain high-caliber talent, ensuring the team meets immediate hiring needs while contributing to long-term organizational goals.
- Collaborate, mentor, and develop team members, including our ERP consultants, by sharing expertise, promoting best practices, and encouraging professional growth to enhance project delivery capabilities.
- Establish and maintain high standards for project delivery, ensuring alignment with client expectations, best practices, and organizational goals.
- Foster a culture of accountability, collaboration, and continuous improvement, enabling the team to consistently achieve exceptional results.
- Measure and prioritize delivery outcomes by tracking key performance metrics, ensuring projects meet or exceed quality, efficiency, and client satisfaction goals.
- Continuously assess and refine delivery methodologies, incorporating team feedback and lessons learned to improve processes and outcomes.

Delivery Enablement

- Define and execute the vision for ERP deployment and staffing services, focusing on Workday.
- Develop and implement tools, best practices, and methodologies to ensure successful Workday client engagements.
- Stay current on Workday trends, healthcare technology, and regulations to refine services and processes.
- Continuously improving efficiency and effectiveness in delivery processes.

General

- Uphold Evergreen's mission (Create authentic partnerships that improve healthcare) and values (Care Personally, Extend Grace, Be Responsive, Take Ownership, Be Transparent, Innovate).
- Cultivate meaningful relationships across Evergreen and with external partners.
- Embrace radical candor by developing relationships across Evergreen and providing direct feedback and recognition at all levels.
- Communicate in meetings, one-on-ones, and daily interactions with clarity, purpose, and respect for the individuals involved in the discussion.
- Participate in or lead cross-functional projects.
- Coordinate and support company-wide programs and special projects.
- Serve as subject matter expert for your team and role.
- Support colleagues and Evergreen's growth by participating in hiring,

onboarding, ongoing training, and other duties as assigned.

- Participate in the development, documentation, and improvement of processes, procedures, and policies, in alignment with Evergreen's mission and values.
- Assist and back up other colleagues when necessary.
- Embrace change as Evergreen scales systems and processes.
- Attend Evergreen's in-person annual retreat one time per year.

Qualifications

Required Qualifications

- 7+ years of healthcare and ERP experience, with a focus on Workday deployment experience
- Experience leading 2+ healthcare organizations through large-scale ERP/Workday system transformations.
- Strong understanding Workday platform and/or operational experience within healthcare organizations across Finance, Human Capital Management (HCM), and/or Supply Chain
- Strong understanding of Workday platform, including certification(s) and experience managing successful Workday implementations in healthcare.
- Prior experience in consulting, client engagement, account management, or a similar role.
- Strong background in project management, with a proven track record of delivering projects on time and within scope.
- Bachelor's degree in business administration, or related field.
- Demonstrated ability to lead cross-functional teams and align technology strategies with organizational goals to drive measurable business outcomes.
- Strong background in developing and refining delivery methodologies, tools, and processes to ensure operational excellence and high-quality outcomes.
- Expertise in setting performance metrics, monitoring KPIs, and ensuring accountability across all levels of project execution.
- Proven ability to engage and influence senior executives, clients, and partners, building consensus and driving initiatives forward.
- Track record of fostering a collaborative, high-performing team culture through mentorship and professional development.
- Exceptional interpersonal skills with the ability to build lasting client relationships by understanding and addressing their specific needs.

Other Required Qualifications

Should you travel on-site to a client site, or a partner of Evergreen, and specific vaccinations are required by the client/partner, Evergreen does require our staff to meet these requirements. If you cannot meet the requirements, you might be asked to provide religious or medical accommodation pursuant to the state and federal law.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Salary Range

\$ 200,000+ depending on experience, in addition to bonus eligibility and a

comprehensive benefits package.

Work Hours + Travel Requirements

Evergreen's core working hours are 9am – 5pm Central Time, and most of our internal meetings take place during this window. Flexible schedule available in consultation with management. Frequent travel averaging 50% per year, depending on project needs. If remote, travel might include annual visit to Evergreen's headquarters in Middleton, Wisconsin.

Physical Demands

Prolonged periods sitting at a desk and working on a computer. Must be able to lift up to 15 pounds at a time.

Work Authorization Requirements

Evergreen is interested in every qualified candidate who is eligible to work in the United States. However, we are currently unable to sponsor work visas. At this time, candidates must reside in the U.S. to be eligible to work at Evergreen Healthcare Partners.