

SEPHORA CAREERS

Position: VP, Engineering, Marketing & Data Insights

Location: FSC - San Francisco, CA

Technology

Our technology team works fast and smart. With San Francisco as our home, we take bringing new tech to market seriously, developing the latest in mobile technologies, scalable architecture, and the coolest in-store client experience. We love what we do and we have fun doing it. The Technology group is comprised of motivated self-starters and true team players that are absolutely integral to the growth of Sephora and our future success.

Your role at Sephora:

As a Vice President of Engineering, Marketing & Data Insights, you will lead Sephora's marketing engineering, analytics & reporting team in creating a world class marketing and data platform that supports all channels including stores, online retail, mobile, customer service, social, and partners/affiliates. Reporting to the CIO, you will be responsible for owning and delivering several strategic initiatives on Sephora's marketing and data platforms, while leading a large, talented, cross-functional, multi-shore team of employees and contractors. You will work closely with other IT leaders (VP's, Directors, Engineering Managers), product management, and various business teams within Sephora. In addition, you will:

- Provide leadership including thought leadership for the technology team and overall organization in the Martech (marketing technology) and data insights (analytics & reporting) areas
- Own, develop, and maintain the marketing, analytics, and reporting platforms' strategies and roadmaps in partnership with product management, business, and IT leaders
- Own and drive operational aspects of the marketing and data insights platforms including production support, capacity planning, and security
- Own and drive the omni-channel personalization program strategy and execution
- Co-own (with business) and enhance data quality for the enterprise – 1st, 2nd, and 3rd party data
- Manage, forecast, and track engineering budget and personnel including senior line managers
- Manage, develop, and recruit talent – bring out the best in Sephora's staff
- Balance the ability to think big with accomplishing smaller, achievable, "building block" goals
- Actively participate, collaborate, and influence overall IT direction, goals, and department roadmaps
- Spearhead design and implementation of platform features and complex system enhancements to marketing and data insights systems
- Drive architectural and platform improvements to increase scalability and performance to support business growth
- Operate with a sense of urgency and purpose with sensitivity to short, medium, and long-term goals
- Foster a culture of ownership, accountability, collaboration, and results within engineering teams
- Build strong partnerships with other IT and non-IT/business teams
- Adapt and drive industry best practices to improve results and efficiency of the engineering team
- Actively participate and help resolve technology platform issues that arise through escalation
- Stay on top of emerging trends and advancements in marketing, analytics, and reporting technologies; and identify opportunities to improve Sephora's technology stack and business processes
- Foster a high achieving, fun, team-oriented workplace.
- Demonstrate our Sephora values of Passion for Client Service, Innovation, Expertise, Balance, Respect for All, Teamwork, and Initiative.

We're excited about you if you have:

- 10+ years of experience in a senior technical leadership role at a marketing technology or high-volume, retail e-commerce (or similar) company
- 15+ years in overall software engineering design and development experience
- Expert in the martech and data insights landscape – capabilities, platforms, providers, solutions, industry trends, best practices
- Strong experience with Big Data and Machine learning technologies and implementing them leveraging public cloud PaaS solutions
- Successful implementation of enterprise scale marketing platforms – e-mail, search, display ads, mobile, campaign, data management, social, affiliate, etc.
- Successful implementation of enterprise scale analytics and reporting platforms – client data, product, stores, merchandising, supply chain, third party
- Track record of several large initiatives delivered OTBOSOQ (on time, on budget, on scope, on quality)
- Strong experience working with cross-functional teams – product managers, business users, project managers, architecture, UX/design, engineering, QA, release teams to build and enhance large scale marketing, analytics, and reporting systems
- Demonstrable experience with strategic planning – budget, personnel, multi-year roadmaps, CapEx, OpEx, etc.
- Demonstrable experience managing technology operations teams including production support, environment management, release management, developer tools
- Line management responsibility for large (30+ full-time employees) cross-functional teams in a software delivery organization, including other line managers
- Commitment to professional development, ability to develop teams and build strong relationships across the organization
- Excellent communication and interpersonal skills including the ability to work effectively with technical and non-technical staff
- Strong business analysis, technical analysis, analytical & critical thinking, decision making ability
- Strong technology skills including software architecture, development, testing, release & change management, infrastructure
- Strong SDLC, project management, time management, and tracking/reporting skills
- Demonstrated experience with “build vs. buy” decisions (and reasoning), vendor selection process, RFP's
- Experience with Agile methodologies like Scrum, Kanban, XP
- Experience with capacity planning, scalability, performance, load testing
- Highly skilled in complex problem solving, critical thinking, applying judgment, building consensus, and decision making
- Experience with vendor management including ability to work directly with 3rd party vendors and contractors

Preferred:

- Strong experience working with senior (C-level, VP) IT and non-IT executives on a daily basis
- Experience managing medium-large (\$10M+) annual IT budgets
- Ability to work broadly across technology areas but roll up sleeves and dive deep as needed
- Demonstrated experience in multi-shore management, teamwork, and execution
- Good working knowledge of common web technologies: HTML5, CSS3, JavaScript, JQuery, REST, JSON
- Experience implementing Big Data and AI-based marketing and business intelligence platforms at a retail company
- B.S. or M.S. in Computer Science, Software Engineering, and / or equivalent experience

You'll love working here because:

- The manifesto. Sephora believes in championing all beauty, living with courage, and standing fearlessly together to celebrate our differences. We will never stop building a community where

diversity is expected, self-expression is honored, all are welcomed, and you are included. We belong to something beautiful.

- The people. You will be surrounded by some of the most talented, supportive, smart, and kind leaders and teams – people you can be proud to work with.
- The product. Employees enjoy a product discount and receive free product (“gratis”) various times throughout the year. (Think your friends and family love you now? Just wait until you work at Sephora!)
- The business. It feels good to win – and Sephora is a leader in the retail industry, defining experiential retail with a digital focus and creating the most loved beauty community in the world...with the awards and accolades to back it up.
- The perks. Sephora offers comprehensive medical benefits, generous vacation/holiday time off, commuter benefits, and “Summer Fridays” (half-days every Friday between Memorial and Labor Day)...and so much more.
- The LVMH family. Sephora’s parent company, LVMH, is one of the largest luxury groups in the world, providing support to over 70 brands such as Louis Vuitton, Celine, Marc Jacobs, and Dior.

Working at Sephora’s Field Support Center (FSC)

Our North American operations are based in the heart of San Francisco’s Financial District, but you won’t hear us call it a headquarters – it’s the Field Support Center (FSC). At the FSC, we support our stores in providing the best possible experience for every client. Dedicated teams cater to our client’s every need by creating covetable assortments, curated content, compelling storytelling, smart strategy, skillful analysis, expert training, and more. It takes a lot of curious and confident individuals, disrupting the status quo and taking chances. The pace is fast, the fun is furious, and the passion is real. We never rest on our laurels. Our motto? If it’s not broken, fix it.

Sephora is an equal opportunity employer and values diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, ancestry, citizenship, gender, gender identity, sexual orientation, age, marital status, military/veteran status, or disability status. Sephora is committed to working with and providing reasonable accommodation to applicants with physical and mental disabilities.

Sephora will consider for employment all qualified applicants with criminal histories in a manner consistent with applicable law.

SEND RESUME TO: ELLA T. GORGLA | CEO, 25BWB.org | ella@25bwb.org