



## **Job Description**

### **Director of Standards Development - XBRL International Inc.**

XBRL International Inc. (XII) is a not-for-profit consortium of companies and agencies worldwide working together to build the XBRL specification stack while promoting and supporting XBRL adoption globally.

XBRL International Incorporated (XII) is responsible for the development, maintenance and support for the XBRL Specifications, Practice Guidance and related work-products (hereafter referred to as the "XBRL Technical Products".) The Director of Standards Development serves as primary support to XII, the XBRL Standards Board (XSB) and XBRL Best Practices Board (BPB) and is responsible for managing the employee(s), volunteers and contractor(s) of XBRL International that work on XBRL Technical Products.

This high-profile position provides both strategic and operational support to the Technical Boards and Working Groups of XII including developing and managing work plans, resource planning and engagement and communications both internally and externally to XBRL stakeholders. The Director of Standards Development leads the work of XII by surfacing requirements, examining edge cases, testing assumptions, developing test cases, example code and conformance suites that both support the adoption of XII work products and assure they meet the needs of the market.

The position supports consortium members who meet periodically at international conferences, conduct committee work regularly via conference calls, and communicate in email and phone calls throughout the week.

#### **Description**

The Director of Standards Development is responsible for:

- Technology strategy -roadmap of technology investments to achieve the business objectives
- Architectural integrity - across the business's products and services
- Orchestrating technical alignment - across XBRL and with external partners/standards bodies
- Incubating new technologies - particularly ones that may displace current technologies
- Identifying Intellectual Property (IP) gaps - particularly in areas of non-profit standards development.
- Building confidence with members - a focus for technical issues but also a confident advocate for XBRL's strategy, vision and technology future
- Mentoring the technical community - ensuring a strong bench of technologists
- Supporting XII members – driving a culture of collaboration and delivery of technical standards and supporting material.

- Coordinating the work of multiple development teams operating toward a common product strategy
- Providing leadership to development teams both within and across entities to identify and solve technical problems
- Actively participates in the formulation of business plans and corresponding technology and research strategies.
- Expanding XBRL's body of technical knowledge and market adoption.

**Pre-requisites:**

Proven ability:

- To lead significant architectural efforts that span business, cultural and geographic boundaries (i.e. beyond reporting structure)
- To advise and influence at the engineering, production and management levels.
- To anticipate business needs and provide innovative technical solutions, strategies and options.
- To communicate complex technologies and make these technologies accessible to internal and external XII partners and vendors.
- Advanced verbal and written communication skills, including negotiation, presentation, and influence at Fortune500 EVP, SVP, VP level across both EMEA, Americas and Asia
- Advanced relationship management skills, including partnering, group facilitation, interviewing, consulting, and influencing
- Advanced leadership skills, including coaching, team-building, problem solving, conflict resolution, consensus-building, and management in a global, cross-functional, multi-cultural and virtual environment.
- Ability to develop creative approaches and new insights to issues, and draft and present deliverables, recommendations, and strategies to XII Executive Management.
- Anticipates strategic needs, business model impacts, industry changes, and evolving market needs
- Excellent project management skills, including project structuring and managing multiple work streams independently
- Recognized authority internally and externally on leading-edge technologies, theories and techniques particularly in multinational systems
- Provides innovative solutions to complex and critical technical issues affecting multiple disciplines and work groups
- Advanced knowledge of business marketing principles, practices, tactics, and tools

**Deep knowledge of:**

- XBRL and XML related technologies
- Enterprise technology development processes.
- Industry, business and technology standards development practices.
- Scaling and deployment issues particularly around cloud, server-based and semantic architecture practices and trends
- Collaboration tools used to effectively manage distributed work teams

**Job Requirements:**

- Strong letters of recommendation (internal and external) at Senior Vice President level and above
- Strong letters of recommendation (technical) from well known experts in field
- Ability to perform at a high level in a virtual work environment

**Qualifications:**

Education and Experience Required:

- Education: MBA, Masters or equivalent.
- Experience: More than 15 years in SW Architecture, Design, and implementation of large scale and complex computing systems.

**Location:**

XII is a distributed global organization; as such the successful candidate can be based anywhere in the world.

**Please forward a current CV and any supporting documentation to [ceo@xbrl.org](mailto:ceo@xbrl.org)**