

# Richard A. DeVost, PhD

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Subject: AVP Information Technology-Quality Assurance

Most of us long for work that is meaningful, uses our abilities, and is challenging. I find that in providing leadership in IT to help organizations meet their objectives. I'm confident that as AVP of IT-Quality Assurance I will help make your IT team, its culture, and its work even better. From my experience, I will:

1. Foster a high-performance workplace culture by applying tested principles—gained from leadership in diverse fields and a PhD in leadership.
2. Analyze and manage risk, and keep projects on track—gained from the discipline of a Masters in Mathematics, application of Monte Carlo simulations, and project management experience.
3. Develop strategic plans for IT systems and testing—gained from 20 years of IT leadership and consulting and as Director of IT, where I reported directly to the CEO.
4. Implement emerging technologies and best security practices—gained from experience in software and full-stack development, and vigilance in keeping systems safe.
5. Research to solve problems using quantitative and qualitative methodologies.
6. Inspire teams and individuals to excel—gained from my experience of inspiring non-profit volunteers to accomplish what at first seemed insurmountable (motivating volunteers is a true test of leadership, since I held no authority over them).

Leadership is a participative relationship whereby people of like goals make significant changes. Consequently, even though a management position gives me authority, my management style is collaborative and engaged. Therefore, I will:

1. Make sure my teams understand the organizational goals, and support them to make continual progress in achieving them (making daily progress in work is the number one contributor in workplace satisfaction).
2. Build trust, commitment, and accountability with my teams so we confidently tackle difficult challenges.
3. Research, brainstorm, and plan strategically with stakeholders inside and outside of the organization to meet future business objectives, manage risks, and exploit opportunities so we can be proud of what we accomplish.
4. Facilitate cross-departmental communication and take advantage of emerging technologies so we build flexible, extensible, and scalable infrastructure to support the changing needs of our clients.
5. Encourage and support the professionals on my teams to do great work and keep up with changing technologies.

By articulating a clear vision, building teamwork, developing a solid and secure IT infrastructure, and fostering an attitude of servant-leadership, I will make sure IT-Q&A is a model provider of services for the organization and its clients.

I'm excited about this possibility and look forward to hearing from you. Please don't hesitate to call if you would like to talk.

Sincerely,

Richard A. DeVost, PhD