

Job Title: Growth Initiatives Team Leader

PRIMARY FUNCTION

The Pod Leader, Enterprise Growth Initiatives is responsible for defining and driving disruptive innovation efforts against an identified strategic opportunity. The candidate must effectively identify significant growth ideas, develop solutions for testing with consumers, and iterate to gain learnings and drive toward full-scale commercialization. Success will be measured by the ability to develop \$1B+ business opportunities. The leader will have the rare opportunity to work at the leading edge of retail and consumer products and services in a high-profile position with widespread organizational impact.

The candidate must effectively analyze guest needs, corporate strategies, enterprise capabilities, and market opportunities to generate high-potential concepts that extend beyond today's core business. The leader will direct all aspects of a multi-disciplinary team empowered to work entrepreneurially, challenge current thinking and practices, and create consumer and business value in ways unlikely to emerge from the existing enterprise.

The position necessitates a keen strategic mind paired with exceptional executional competency and the ability to connect disparate information and trends to form new opportunity spaces. Additionally, the candidate must be a strong team builder with the ability to identify, attract and retain talent. Incumbent will have a talent for motivating diverse groups of individuals through ambiguity and uncertainty to drive results. Candidate must be courageous in the work they champion, but also aware and realistic with the ability to effectively test, synthesize results, amplify or end work based on findings. More than a team manager, incumbent will lend unique experience and creativity to the ideation and execution of new business models.

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Develops transformational solutions that fulfill consumers' needs and wants and expand Target's business footprint
 - Uses design thinking, human factors research, ethnography and other techniques to deeply explore guest needs and potential solutions
 - Develops prototypes, pilots, and other tests – spanning physical and digital formats – to evaluate consumer value propositions and solutions
 - Iterates aggressively to arrive at solutions that exceed consumer expectations and create points of differentiation for Target
 - Raise collective innovation capability through coaching, advising, supporting others. Evangelizes innovation inside and outside Target
- Acts as startup owner and operator
 - Develops, builds and motivates team of top talent that values diverse backgrounds with flexibility and enthusiasm to do what is needed to drive growth
 - Builds robust business plans that manage risk and match investment to ideas' state of maturity
 - Leverage natural inquisitiveness to explore new opportunity areas and imagine a possible future for opportunities
 - Manage lean, multi-disciplinary team with the skillsets to create against all aspects of the value chain – technologists, product experts, marketers, ethnographers, strategists, operations and design

- Enthusiastically champion the work of the team even when pivoting as needed – accepting of failure while ensuring that impact of learnings are well institutionalized

REPORTING/WORKING RELATIONSHIPS

Reports to the Director, Enterprise Growth Initiatives

JOB REQUIREMENTS

DESIRED REQUIREMENTS

- Bachelors Degree required; MBA, Masters in Computer Science or Design or similar advanced degree preferred or equivalent experience
- Minimum 10 years of diverse business experience, with an emphasis on strategy, innovation, digital, marketing, retail and design. Strong consideration for experience in developing new to the market products or services
- Proven ability to think strategically about guest needs, market dynamics, and business impact.
- Strong understanding of the retail industry and how it is changing, inclusive of traditional brick and mortar, digital and emerging channels.
- Demonstrated entrepreneurial passion, acumen and experience; ability to explore business opportunities in a structured yet iterative way; experience with “lean startup”, agile, product model or similar development approaches
- Ability to champion an innovation culture, inclusive of hiring, training
- Strong sense of urgency and ability to test fast, learn fast, fail fast
- Strong leadership and team building skills
- Excellent written and verbal communications
- Significant experience communicating effectively to senior leaders
- High level of intellectual curiosity and comfort with ambiguity
- Strong manager with excellent organization and people skills and the ability to set priorities, problem-solve, multi-task and work well in dynamic, rapidly changing environment
- Experience defining, creating and defending business cases
- Act as a change agent and align teams on new ideas / ways of working