Leadership Transition Point
The Georgia Fintech Academy began operations in 2019 when the Academy's core curriculum was launched and became accessible to students enrolled at any of the 26 institutions that make up the University System of Georgia. Since then, the program has grown to reach a point of stability from an enrollment, placement, engagement, industry partnerships, and financial standpoint. As the startup phase comes to a close, the inaugural executive director has announced that he is stepping down. The next leader inherits a strong and stable platform ready to be advanced to the next level. We expect to hire at the rank of Expert in Residence, but are leaving the position open to a Non-Tenure track rank depending on the applicant pool.

Summary – The Georgia Fintech Academy
The Georgia Fintech Academy of the University System of Georgia is a multi-faceted program supporting the fintech industry in Georgia and beyond. There are four major areas addressed by the Academy: 1) Academic Talent Development, 2) Experiential Learning (student projects), 3) Professional Development, and 4) Innovation Driven Research

Georgia’s Fintech Industry
Georgia is an epicenter of the fastest growing segment of the financial services industry – financial technologies, or fintech. The fintech sector encompasses the product and service companies that support the technology needs of the global financial services industry across payments, banking, asset management, capital markets, insurance, decentralized finance, and more. Top Georgia public fintech company revenues are more than $37 billion annually, which ranks Georgia third only behind California and New York. The banking, capital markets, and insurance industries spend more on fintech than any other industry grouping.

The fintech ecosystem in Georgia employs nearly 50,000 people. However, Georgia is still a net importer of fintech talent. The fintech industry needs more fintech-ready talent to support and sustain the growth of this vibrant sector of the Georgia economy. The Georgia Fintech Academy was brought forth to expand the fintech-skilled workforce and the diversity of that workforce in Georgia and beyond.
The Georgia Fintech Academy - https://georgiafintechacademy.org/
The University System of Georgia (USG) and key financial services industry stakeholders launched the Georgia Fintech Academy in 2019. As the initiative enters its fourth year, it has reached a meaningful level measured as:
• 1,500 students (grad and undergrad) placed into an internship or full-time fintech job
• 4,300 students have taken at least one fintech course
• 71% of those students are from underrepresented groups
• 33% of those students are women
• 300+ students/semester participate in a project with a fintech company
• 20-25 student fintech events are held each semester with fintech industry leaders
• 300-400 students participate in a fintech career fair each month
• 8,000 streams of the Georgia Fintech Academy’s 70+ episodes to-date

The initiative encompasses the University System’s 26 public higher education institutions. The Academy is a statewide talent development catalyst that provides learners of all backgrounds access the specialized educational experiences necessary to enter the fintech sector. Learners access the Academy’s talent development platform regardless of where they live in Georgia or in which college or university they are enrolled. Employers have unparalleled access to a scale and scope of work-ready diverse talent unlike any that exists in the world.

**Reporting Relationship**
The Executive Director reports to Dean Richard Phillips, Robinson College of Business, Georgia State University.

**The Opportunity**
The Georgia Fintech Academy’s talent development platform serves the needs of Georgia employers with global operations. Today approximately 500-600 students annually find internships and full-time jobs with support from the Georgia Fintech Academy. The strategies and initiatives employing physical and virtual spaces expand the University System’s capacity to produce talent, increase the speed and productivity at which the System produces that talent, and offer a replicable approach to closing the gap between diverse talent demand and diverse talent supply. The future of the Georgia Fintech Academy will build upon the existing placement metrics while expanding into professional development, sponsored research, entrepreneurship programs, and more.
The next executive director will have the opportunity to assess the Academy’s overall business and consider creative and potentially new strategic directions for the Academy to positively impact the fintech industries here in Georgia. These might include increasing the number of students from across Georgia participating in the Academy’s curriculum offerings and events, developing opportunities for students to engage as early as their first year on campus, growing the portfolio of non-degree executive offerings, and working with industry partners to ensure the innovation ecosystem in Georgia is robust and vibrant. The executive director will need to ensure the Academy has the appropriate team, governance structures, and partners to support the work and priorities going forward.

Digital Presence
The Georgia Fintech Academy spans the 26-institution University System with digital access to courses and degrees through USG’s eCampus cloud-based talent development platform. Students access bvAcademy offerings through their local USG institutions, including talent development experiences (for example, courses and experiential learning) and related services (for example, weekly student fintech events), which institutions deliver or provide from other institutions through the platform. The talent development platform allows local institutions to deliver courses and experiences to learners even if specific expertise is unavailable at a particular campus. Academy staff serve as intermediaries, understanding the needs of employers and learners and connecting them to system-level resources and the fintech industry. As the home of the Georgia Fintech Academy, Georgia State’s Robinson College of Business oversees, organizes, and provides the talent development platform.

Academy Areas of Focus
Area I: Academic Talent Development
The Academy’s highest academic priority over the next three years is to prepare 2,000 fintech-ready professionals annually in five high-demand areas:
• Software Development
• Client Services and Business Development
• Cybersecurity
• Data Science & Analytics, and
• Innovation & Product Development
USG’s undergraduate institutions are collaborating through a shared curriculum and academic programs to provide the knowledgeable and experienced stream of diverse talent required by Georgia’s fintech employers.

Today the following undergraduate courses exist on the collaborative platform:

- FTA4001 – Foundations of Fintech
- FTA4002 – Financial Technologies
- FTA4003 – Commercial Banking and Fintech
- FTA4005 – Introduction to Financial Data Analytics
- FTA4100 – Introduction to Information Security for Fintech
- FTA3810 – Payment Processing
- FTA3850 – Digital Payment Security
- FTA3860 – Emerging Payments Technology
- FTA3890 – Experiential Learning

Three additional AI/Machine Learning courses are under development by the University of Georgia.

Area II: Experiential Learning (Student Fintech Projects)

A critical aspect of acclimating students to the fintech industry involves incorporating experiential learning options (student projects) into graduate and undergraduate programs. Today approximately 300 students/semester participate in student projects as part of their course of study. FTA4001, FTA4002, FTA4003, and FTA3890 involve student projects provided by FIS Global, U.S. Bank-Elavon, Toyota Financial, Synovus, Global Payments, Fiserv, Visa Inc., and more. Graduate-level projects have also included graduate students at the University of Georgia and Georgia State University.

Opportunities exist to expand the student projects to move courses and more companies.
Area III: Professional Development
- Professional development includes non-credit education for the fintech industry or cross-industry professionals. Recent programs explored involve fintech education for potential diverse suppliers to large fintech companies.
- Vast opportunities exist to expand non-credit education further.

Area IV: Innovation-Driven Research
The Academy will play a pivotal role in growing fintech product and technical innovation capability and output by producing research sponsored by fintech companies. This area may focus on data analytics, market research, decentralized finance, and other important areas.

Location
Georgia State University’s Robinson College of Business in Atlanta, GA.

Executive Director Responsibilities
- Provide strategic leadership; articulate and communicate the vision and goals of the Georgia Fintech Academy
- Lead analysis of fintech diverse talent demand and the talent development opportunities and credentials valued most by employers
- Provide the business model and foundation with exceptional support and involvement from the fintech business community to ensure the Academy is a self-sustaining talent development platform over time. This involves raising $500,000-$1,500,000 from fintech companies annually
- Collaborate closely with Career Advancement Center staff across the University System to support fintech placement activities. Manage at least ten fintech career fairs annually to help fintech employers engage with available diverse talent. Work closely and support the Career Advancement Center team at Georgia State University’s Robinson College of Business to coordinate fintech career fairs systemwide
- Oversee all Academy activities to achieve its purpose, consistent with its core principles, while maintaining a collaborative set of activities at the academy’s hub located on the campus of Georgia State University (downtown Atlanta)
• Oversee Academy staff who will develop and maintain a network of faculty and administrative staff across USG institutions, assisting them in creating, developing, and delivering fintech-related courses, workshops, certification programs, and events to traditional student learners and professional education learners on their campuses, across the Academy’s digital learning platform, and using USG’s eCampus platform.
• Oversee Academy staff who will engage directly with USG faculty and learners to continually gauge their academic and professional needs, developing program enhancements and innovations to support their career needs.
• Develop, maintain, and engage with a network of fintech business professionals who will support the Academy’s activities, utilize the academy’s services for the development of their workforce, and participate in its academic, professional, and innovation-focused research programs.
• Oversee all financial, operational, marketing and promotional, facility, programmatic, communication, and advancement activities following university and state policies and regulations, working effectively with Georgia State University’s Robinson College of Business leadership. The Executive Director will manage an annual budget of $500,000-$1,000,000 annually.
• Oversee assessment related to all aspects of programming, connections to the community, advisory councils, and effectiveness in the student and professional learner experience with the Georgia Fintech Academy.

The Ideal Candidate
The Executive Director holds primary fiscal and operating responsibility for the Georgia Fintech Academy’s strategy, planning, and operations. An important responsibility of the Executive Director is to connect the Academy and its university participants with the broader fintech business community in the region and beyond. The successful candidate will demonstrate prior leadership experience in one or more fintech industry areas: payments, banking, asset management, capital markets, or insurance. Candidates must also have an in-depth understanding of the role of technology in business. The role also requires building and maintaining a network of talent development opportunities across the 26 statewide institutions comprising the University System of Georgia (USG) and with university system officials.
Leadership Competencies
• Serves as a role model for others by exemplifying the highest standards for professionalism, integrity, ethics, and honesty.
• Develops a clear vision and distinctive strategy for the success and furthering of the Georgia Fintech Academy organizational mission. Embraces and encourages new ways of thinking.
• Entrepreneurial and able to lead through change and serve as a change catalyst; Track record of leading through organizational and industry-wide change.
• Ability to evaluate and readily identify and solve problems in a timely manner that is best for the organization and key stakeholders: students, academic faculty, and the Georgia Fintech industry.
• Attracts and develops top talent; builds effective teams; fosters open dialogue and a culture of shared success.
• Strategic thinker who is aware of and understands the business imperatives of the Georgia fintech community and their impact on the Georgia Fintech Academy.
• Understands the “big picture” of the fintech ecosystem and can link long-range visions and concepts to operational planning to serve the fintech business environment.
• Uses well-developed negotiation skills to lobby on behalf of the Georgia Fintech Academy; develops and implements various strategies which successfully impact multiple stakeholders and influence others to reach a goal or have a specific impact on the business.
• A resilient and committed executive with a flexible and adaptable, open and straightforward operating style; non-political and non-bureaucratic; someone with a natural and effective consultative approach who can gain the trust and respect of individuals at all levels.
• An engaging ambassador and spokesperson who is comfortable in the public eye.

Personal Characteristics
• Diplomatic: Demonstrates tact, political savvy, and cultural sensitivity when interacting with others.
• Accountable: Establishes clear expectations and monitors performance for self and others.
• Personable: Charismatic communicator with high energy, natural passion, and networking skills. Actively cultivates relationships and develops networks inside and outside of an organization.
• Collaborative and Inclusive: Ability to bring culturally diverse people together.
• Innovative: Motivated to build and create.
GEORGIA FINTECH ACADEMY EXECUTIVE DIRECTOR
ROBINSON COLLEGE OF BUSINESS
LOG# 23-103

Faculty Appointment & Credentials
The executive director is a faculty appointment at Georgia State University’s J. Mack Robinson College of Business who reports to the Dean of the Robinson College of Business. This hire will likely be as an executive-in-residence. Other faculty position types will be considered for candidates who have a terminal degree in business or a related field from an appropriately accredited university.

Process
Additional information about the Georgia Fintech Academy is online at http://www.georgiafintechacademy.org. Interested parties can apply by contacting the chair of the search committee Brian Jennings, associate dean for graduate and executive programs at the Robinson College of Business. The position will remain open until filled, but preference may be given to resumes received by October 10, 2022.

About the University System of Georgia
The University System of Georgia (USG) comprises 26 higher education institutions including four research universities, four comprehensive universities, nine state universities, and nine state colleges.

USG institutions conferred a total of 72,929 degrees in Fiscal Year 2021, including 44,040 bachelor’s, 14,785 master’s, and 1,822 doctorate degrees. Most baccalaureate-level degrees awarded by USG institutions are in the fields of business, psychology, education, and nursing. The University System of Georgia enrolled 340,638 students for Fall 2021.

USG’s economic impact on the state was $18.6 billion according to the most recent study conducted by the Selig Center for Economic Growth. Of the 155,010 jobs noted in the report, 34 percent are on campus while 66 percent are off campus. For every person employed at the USG or a member institution, two people have jobs that support the presence of the institution in the local community.

The University System has an annual budget of more than $9.8 billion for Fiscal Year 2022.
About Georgia State University
With an enrollment of over 54,000, Georgia State University is the largest university within the University System of Georgia and one of the largest in the nation. Georgia State offers a challenging academic environment emphasizing research and practical experience across the curriculum. The Atlanta Campus offers more than 250 degree programs in 100 fields of study at the bachelor’s, master’s, specialist, and doctoral levels. Operating at five campuses throughout metro Atlanta, the university's Perimeter College provides more than 30 associate degree pathways, making it the region's gateway to higher education.

Georgia State is one of the nation’s most diverse higher education institutions. Students come from every county in Georgia, every state in the nation, and more than 130 countries. There are over 3,000 international students. The university has raised its graduation rates by 62 percent since 2010. It confers degrees to more African Americans and minorities than any other institution in the country, and Georgia State University is the only university in the United States that has eliminated achievement gaps based on race, gender, and socioeconomic class, proving that students from all backgrounds can excel at the same high levels. The university’s dedication to student success has drawn national accolades.

- No. 1 best public university in the country for undergraduate teaching in the U.S. (U.S. News & World Report)
- No. 1 public or nonprofit university in Georgia to confer undergraduate and graduate degrees to African Americans in the U.S. (Diverse: Issues in Higher Education)
- No. 1 for the graduation of African Americans studying physics at a non-HBCU (American Institute of Physics)
- No. 2 most innovative university in the U.S. (U.S. News & World Report)
- No. 6 for first-year experience (U.S. News & World Report)
- No. 11 in the nation for social mobility (U.S. News & World Report)
- Among the most diverse universities in the nation (U.S. News’ diversity index)
Georgia State research is on an incredible trajectory. From FY11 through FY21, research expenditures have more than doubled from $93 million to nearly $200 million, and scholarly publications, citations, and press mentions have never been higher. For the past four years, Georgia State University has ranked #1 in the United States for research expenditures for a university without an engineering, medical or agricultural school. From across disciplines and through collaboration, the university is helping to solve the complex challenges of the 21st century.

Georgia State’s Atlanta Campus, in the city’s heart, provides students and faculty with close access to Fortune 500 corporations, government offices, nonprofit organizations, and professional firms. Georgia State’s educational philosophy combines classroom instruction with practical work experiences.

Atlanta’s quality of life helps Georgia State attract top-notch faculty, staff, and administrators who are making a difference in their fields and preparing students to join them. Georgia State’s Perimeter College operates campuses in Alpharetta, Decatur, Dunwoody, Clarkston, and Newton, offering associates level degree programs to more than 18,000 of Georgia State’s 54,000 students.

About the Robinson College of Business
One of the largest business schools in the United States, the Robinson College of Business (RCB) educates more than 9,000 students online and across multiple physical campuses located throughout the Atlanta region. An integral part of Atlanta’s history and future, RCB has been educating business leaders who drive value creation at companies headquartered in Atlanta and throughout the world for more than 100 years. The Robinson College and Georgia State have produced more of Georgia’s top executives with graduate degrees than any other school in the country. Robinson is not just a business school; it is a community of data scientists, financial engineers, mathematicians, and executives who share a common goal: making the world a better place. In today’s digital era, RCB has made significant investments to ensure its undergraduate, graduate, and doctoral academic programs are rooted in business while fusing interdisciplinary areas such as science, technology, engineering, and math in ways that give everyone the education, tools, and opportunities they need to innovate, regardless of their background. The College does so in an environment where diverse perspectives and backgrounds are celebrated and welcomed; differences are our strengths.

Georgia State University is an Equal Opportunity Employer and does not discriminate against applicants due to race, ethnicity, gender, veterans’ status, or based on disability, or any other federal, state, or local protected class.