Located in the East Bay Area, Solano is well recognized for quality of life and affordable California living in a high-tech region.

**Career Opportunity**

**Assistant Information Technology Director**

**County of Solano, California**

**Annual Salary:** $137,661–$167,327 DOE/DOQ

Solano is well recognized for quality of life and affordable California living in a high-tech region. The County of Solano is seeking an Assistant Information Technology Director to organize and manage the activities of the IT Divisions within the Department of Information Technology (DoIT), including IT applications, infrastructure and services for the County. A successful candidate will be a go-getter—ready to take on the responsibility of the Assistant Director role and will demonstrate skills, competencies, and aptitudes to ultimately grow beyond the role. You should have experience managing the business of information technology, strong fiscal and business acumen, proven leadership experience, and excellent communication and customer orientation skills. If you are looking for a stable organization that is poised for the next level of innovation, if you want to be the leader of technology advancements, if you are interested in improving the quality of life for those living in our community, then join Solano County and continue the great work we are already doing to lead IT innovation.
THE COUNTY/COMMUNITY

Solano County is a special place, with its inviting mix of rural and suburban lifestyles and easy access to all of the urban amenities; it is no wonder why it has been nationally recognized for six years as one of the top 100 Best Communities for Young People. Situated midway between San Francisco and Sacramento, Solano County is home to rolling hillsides, waterfronts and fertile farmland. Thanks to a mild climate, plenty of open space, and proximity to lakes, rivers and mountains, residents can enjoy year-round outdoor recreational activities like fishing, boating, hiking and biking. County residents also can enjoy day trips to the San Francisco Bay area, Lake Tahoe region and the Napa and Sonoma Valleys. Solano County’s fiscal year 2018/19 operating budget is approximately $1.065 billion, which supports 18 departments serving a community of approximately 440,000. With its strategic location, affordable housing, history of responsible land use planning and attractive quality of life, Solano County provides a great place for our residents to live, learn, work and play.

For more information about the community, please watch this video:
www.solanocounty.com/media/Depts/HR/HRSolanoImages.wmv
THE JOB

This is an at-will, leadership position reporting to the Chief Information Officer (CIO) for Solano County. In partnership with the CIO, the Assistant IT Director will assist in developing and implementing the technology strategic plan and organize and lead the department. This position oversees seven direct reports who oversee approximately 45 staff in the following Divisions: Law and Justice, Network and Communications, Infrastructure Data Center and multiple Applications Groups. In addition to the County staff, the department has approximately 45 embedded contracted staff providing full-time support to County IT infrastructure and applications. The Assistant IT Director will assist with the oversight of a $27 million dollar budget, and will assist in overseeing the design and reliability of application software, drive adoption and integration of technologies to improve the quality and efficiency of services provided, and ensure the County’s infrastructure is sound and has the capacity to meet the demands of an innovative, technology savvy and growing organization.

Successful candidates will be individuals who have the ambition, drive and ability to perform at a higher level. We are seeking a high-performer that can excel in an environment that provides space to prove themselves and advance their career. You should also have experience managing the business of information technology, strong fiscal and business acumen, proven leadership experience, and excellent communication and customer orientation skills.

THE DEPARTMENT

The DoIT has approximately 110 staff (65 FTE and 45 contractors who support infrastructure) and a combined budget (i.e., Registrar of Voters and DoIT) of approximately $31 million. DoIT serves 18 departments/internal customers encompassing over 3,000 employees, a County population of 440,000, and executive leadership and elected officials. Principally a Microsoft environment, additional technology products include Linux, Oracle, MySQL, CacheDB, and Informix. On-premise servers are highly virtualized using VMWare and Hypervisor and number approximately 550 virtual servers across two data centers. Over 4,000 desktop/laptops, 200 tablets, 1,000 printers and over 250 business applications are part of the department’s support profile, including:

- Accela (integrated system supporting resource management for building and health inspections).
- Implementation of property tax management system, in conjunction with support from Assessor-Recorder, Auditor-Controller, Tax Collector and County Administrator departments.
- Inmate management systems supporting three jail facilities.
- Medical Records systems supporting Family Health Services and Behavioral Health Services.
- PeopleSoft (HR and Payroll).
- One Solution (Financials).
- Document Management Systems.
- Call centers and VoIP telephony.
- 911 Dispatch, Public Safety Radio, and criminal justice information and records systems.
- GIS web based Services.
- Elections systems.
- And dozens of other department specific applications.
UPCOMING OPPORTUNITIES/CHALLENGES:

- Develop a new comprehensive IT strategic plan for the County.
- Complete technology roadmaps and implementation plans in the areas of:
  - Cloud computing
  - Disaster Recovery/Business Continuity
  - LAN/WAN and continued transition to software defined networking
  - On-premise central compute, storage, and hyper-converged systems
  - Security architecture and topology
- Implement ITIL-based processes and systems to improve asset, incident and change management processes and look to expand into other ITIL processes for improved service management.
- Transition out-sourced infrastructure support to a new contract model. Build relationships with other IT support vendors and their staff.
- Foster a culture of engagement, collaboration, high performance outcomes and excellence in customer service.
- Work collaboratively with other departments to provide infrastructure and bandwidth to meet department and digital goals.
THE IDEAL CANDIDATE

The ideal candidate will be interested in working with internal business needs of the organization, improving services and accessibility to our constituents, and improving data and systems security. Additionally, you should be adept at managing a large-scale IT department, serving unique business services that have complex utilization and security needs. The ideal candidate will be an excellent leader and organizational partner, possess a strong customer service mindset, excellent verbal and written communication skills, be business and politically savvy, have a high level of emotional intelligence and be creative, forward thinking, agile, resilient and driven.

The Assistant IT Director will have the ability to:

LEADERSHIP / COMMUNICATIONS / CUSTOMER SERVICE
- Successfully lead talented staff with an inclusive, empowering and engaging leadership style.
- Implement the CIO and County’s vision and achieve desired outcomes.
- Seek opportunities to develop and advance staff’s professional growth.
- Use adept influential skills to move past challenges and barriers.
- Have a strong customer service orientation and achieve client goals.
- Be a transformational thinker and leader; bring in new ideas and innovation.
- Use effective communication skills and political savvy to effectively work with others.
- Partner on the development, and oversee the implementation of the IT strategic plan.
- Advance an organizational culture that attracts and retains talented staff.

BUSINESS ACUMEN / ADMINISTRATION / OPERATIONS
- Understand and foster best practices in IT service management and project management methods.
- Align self and professional priorities with the business strategic plan.
- Coordinate standards, best practices and ongoing compliance needs related to local, state and federal mandates.
- Understand IT-oriented processes, and navigate effectively in a public sector environment.

INTERPERSONAL
- Balance technological savvy with strong interpersonal skills to communicate effectively and build trust with all levels in organization.
- Be a self-directed, motivated, detail oriented and flexible.
- Be a big picture thinker and provides successful executive reviews.

TECHNOLOGY
- Oversee the County’s IT infrastructure, applications, and network.
- Have excellent project management skills.
- Utilize technology to expand service delivery options.
- Develop new, non-traditional ways to disseminate information to the public.
- Assist with developing short- and long-range IT needs and resource requirements.
- Becomes a valued partner and assists department leaders to achieve their goals.
- Evaluate systems, architecture and programs and recommend adjustments as needed.
- Ensure the completion of the organization’s ITIL goals.

EDUCATION & EXPERIENCE

The Assistant Director will also have:
- A bachelor’s degree in business administration, public administration, computer science or related field; and
- Eight years of professional work experience including four years of management experience overseeing medium to large information systems and teams; and
- Demonstrated knowledge of current and emerging technologies; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work and meets licensing requirements.
COMPENSATION & BENEFITS

The salary range for this position is $137,661–$167,327 annually DOQ/DOE.
In addition to the base salary, the County offers:

- **RETIEMENT/PENSION**: Pension formula of 2% at age 60 or 2% at age 62 based on provisions of the California Public Employees’ Pension Reform Act of 2013 (PEPRA). The County participates in Social Security.

- **LONGEVITY PAY**: 2.5% longevity pay, per level, after the completion of continuous service at 10, 15, 20, 25, 30 and 35 years. Employees may receive credit for prior years of service employed with California cities, counties, joint power authorities and other special districts.

- **INSURANCE**: health, dental, vision, life, and long-term disability insurance plans. Health: offer a cafeteria-style medical package offered through CalPERS; the County contributes towards family coverage and offers a cash back provision for employee-only, or waive of other insurance coverage.

- **LEAVE ALLOWANCES**: 80 hours of administrative leave (pro-rated during the first fiscal year), generous vacation, and sick leave benefits (12 days/year), plus 13 paid holidays annually.

HOW TO APPLY

For first consideration, apply by **APRIL 29, 2019** at: wbrowncreative.com/job-board/

SAVE THE DATE

Interviews will be held on **MAY 22 & 23, 2019** (candidates invited to interview will need to be available for both days).

Please contact your recruiter, Wendi Brown, with any questions: wendi@wbrowncreative.com

866.929.WBCP (9227) toll free | 541.664.0376 (direct)