



ROCKY MOUNT, NC
THE CENTER OF IT ALL



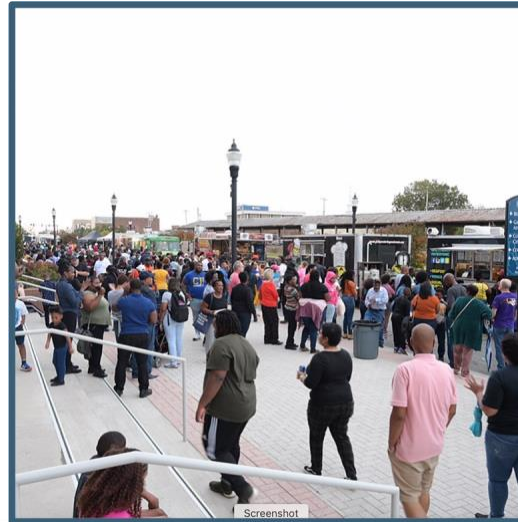
Chief Technology Officer
City of Rocky Mount

The Community:

Celebrating its 150th anniversary, and established at the Falls of the Tar River, Rocky Mount prides itself on being a leading cultural, economic, and education center of Eastern North Carolina. This city of over 60,000 lies in two counties, Nash and Edgecombe and is home to NC Wesleyan College as well as Nash and Edgecombe Community Colleges. With lovely parks and greenways, a jewel of the City is the Imperial Center for the Arts and Sciences creatively and lovingly renovated from an abandoned Atlantic Coast Line Railroad water tank and pump house. The city is served by three major highways: I-95 to its west US 64 (Future 87) as its main east-west corridor and US 301 (Wesleyan Boulevard) as its main north-south corridor. The City has easy access to Raleigh (55 miles) and the Research Triangle. It is also a two-hour drive from Wilmington and the beautiful North Carolina coast. With such easy access to several major highways and Raleigh-Durham International Airport, Rocky Mount is a great place to live and to do business. With its temperate climate and close proximity to both the mountains of North Carolina and Atlantic Ocean beaches, Rocky Mount provides residents the best of both worlds.



The City of Rocky Mount, North Carolina, operating under a Council-Manager form of government, seeks an Executive Director of Technology/ **Chief Technology Officer (CTO)** to provide technology vision and leadership to both internal and external customers. This is a new leadership position to highlight and expand the City's technology assets. The CTO must be a visionary and strategic thinker who is outstanding at project management, innovation advocacy, planning and implementation as well as in providing leadership and oversight to carry out the technology goals of the organization.



About the Organization:

The City of Rocky Mount is governed by a non-partisan City Council utilizing a council/manager form of government consisting of a Mayor, Mayor Pro-Tem and six Council members. The City, believing in active Community input and engagement, has 15 Council Committees, Commissions, or Boards. Holding a Aa2 bond rating and multiple GFOA budget awards, the 2017-2018 adopted budget is \$201M budget with a \$64M General Fund, a \$81.5M Electric and a \$21M Gas Fund. The City holds a \$400M debt load. Additional information about the City is available at <http://www.rockymountnc.gov>.



Position Description and Responsibilities:

Reporting to the City Manager, the CTO will supervise the Technology Services department with a \$6 M budget and a centralized staff of 24 FTE . The Technology Services Department oversees all City computer, telephone and data network systems, and assists with the preparation and management of City database programs. Key responsibilities include: Day-to-day operation of City computers including repairs for optimal use, Server Network and Software Management support, Technology Governance and Procurement, Strategic Technology Planning, Technology Project Management, and, Geographic Information Systems (GIS) Management and support, E-911 Addressing and CAD support. The successful candidate will evaluate the City's technology services holistically to determine best practice organizational structure, service delivery and maintenance processes. Key initiatives include: researching and creating case studies on leading edge technologies and making determinations of the probability of implementation, defining technology systems infrastructure appropriate to assuring systems availability, security and performance, overseeing and reviewing technology disaster recovery procedures, data integrity, and security guidelines, maximizing effective use of GIS and other core business systems, evaluating all security vulnerabilities and reviewing, revising and developing systematic policies and procedures where needed to ensure effective technology service delivery and support. More information about the department can be found at

https://www.rockymountnc.gov/departments___services/finance/technology_services.





The successful candidate:

- creates a unified team, vision and technology goals for both centralized with decentralized IT staff across the City;
- has extensive experience working collaboratively with cross functional teams to achieve organizational goals;
- evaluates existing organizational, service and staffing structures and works with technology team to optimize protocols in order to develop a City technology strategy;
- will work with public safety and other departments to identify and find solutions for unique service and security needs and concerns;
- holds particular knowledge, familiarity and experience with GIS, SCADA, disaster recovery, technology architecture, principles, concepts and methods;
- is knowledgeable of trends and practices in managing functions and departments dealing with information handling, work flow and systems, multiple hardware platforms, and integrated information and communications systems; fiber as a broadband technology; management and supervisory principles and practices; relevant state and federal laws, department rules, regulations, policies, and procedures related to personnel processes; principles and practices of operating and capital budget development, administration and oversight;
- can leverage a tight budget to maximize existing resources while creatively leveraging other opportunities to deliver service;
- creates rigorous metrics to regularly evaluate service and outcomes against standards and goals;
- balances security of personal and organizational data with innovation, allowing the City to be maximally effective and efficient while continuing to be a frontrunner in municipal information technology;
- is an empowering leader dedicated to supporting the development of individual employees;
- values accountability while holding realistic and fair expectations of self and others to include creating specific and measurable performance standards and metrics; and,
- communicates excellently including one on one, small groups and public speaking, while confidently and persuasively engaging citizens, community groups, and staff.

Qualifications:

As the CTO, the candidate's work history must include well-rounded experience in IT. A minimum of a bachelor's degree in a related field and 10 years' experience in the Information Technology arena, at least 5 years management and strategic experience in this field or MBA/MS in related field with 8 years' experience, 4 of which must be managerial and strategic (preferred level). PMP certification and/or Certified Government Chief Technology Officer (CGCIO) designation is preferred along with local government experience but not required.

Salary and Benefits: The hiring range is \$108,253 to \$135,317 annually and starting salary will be negotiated depending on qualifications. Starting salary will depend on experience and qualifications. The City provides an excellent benefits package. Visit

https://www.rockymountnc.gov/departments___services/human_resources/employee_benefits/ to learn more. There is a residency requirement to live within the corporate city limits of Rocky Mount within 12 months of appointment to the position.



To confidentially apply for this position, please go to "**To confidentially apply**, please go to <http://www.developmentalassociates.com>, and click on the **Chief Internal Auditor – City of Rocky Mount** title on the left side of the page. All applications must be submitted online through the Developmental Associates application portal, **not the City's application site.**

Please note that it is not sufficient to submit only a resume. Application review begins July 8, 2019. Semi-finalists will participate in a combination of virtual skill assessments on August 18-19, 2020. All *inquiries* should be emailed to hiring@developmentalassociates.com EOE

The recruitment and selection process is being managed by [Developmental Associates, LLC](#).



The City of Rocky Mount provides employees with a comprehensive Benefits Package. All regular full-time employees are offered:

- A minimum of 10 days paid vacation leave
- 96 hours of paid sick leave
- 9-11 paid holidays
- Aetna Consumer Driven Plan (HDHP with an HSA or an HRA account)
- City paid life insurance
- Optional employee paid health and life coverage for dependents (pretax premiums)
- Medical and Dependent Care reimbursement accounts
- Voluntary dental, vision, term life, short term disability, whole life, accidental, heart attack/stroke and cancer insurance policies
- Pension benefits under the Local Government Employee's Retirement System
- 401(k) plan with a 3% employer-paid contribution
- Tuition reimbursement benefits
- College education and Language Incentive pay

