

BUTTE COUNTY



INVITES YOUR INTEREST FOR THE POSITION OF:

**DIRECTOR OF
INFORMATION SYSTEMS**

Butte County - The Community

Butte County, the “Land of Natural Wealth and Beauty” was one of the original California counties, founded on February 18, 1850. Butte County is located in California’s fertile Sacramento Valley and is home to over 211,000 residents. The urban area of Chico, which is the site of California State University’s Chico campus, has a population of over 94,000. Other incorporated cities within the County include Oroville, Gridley, Biggs, and Paradise.



Butte County offers a mix of rural and suburban lifestyles. The County’s educational systems have received national recognition for quality. SAT scores consistently rank well above state and national averages. Butte County also provides numerous opportunities for cultural enrichment, recreation and relaxation in an open, non-congested environment. Music, dance, theatre, art galleries, museums and historical homes are all a part of cultural life in the area. Lake Oroville, one of California’s premier recreation lakes, offers year round activity in a picturesque setting and Bidwell Park is the third largest municipal recreation area in the nation. Several years ago, Kiplinger’s Personal Finance Magazine listed the area as one of the top five places to retire. Butte County is a place of natural beauty offering a mix of rural and suburban lifestyles and continues to offer affordable housing, quality education, boundless recreation options and a quality of life that is unsurpassed.

County Government and the Information Systems Department

Butte is a Charter County governed by a five-member Board of Supervisors who are elected to four-year alternating terms. County government employs approximately 2,400 people within 23 departments. Six of the department heads are directly elected and the Board directly appoints 13 other department heads that report directly to the Chief Administrative Officer.

The Information Services Department has a staff of 25 with an operating budget of almost \$6M. The department provides enterprise level support for county employees and services and operates with a mission to provide efficient, secure,



consistent, cost effective and reliable communication infrastructures for the Butte County governmental organization. These infrastructures encompass high-speed data, telecommunication, and radio networks.

The Position and Ideal Candidate

The Director of Information Systems (DIS) plays a critical role in directing, coordinating and overseeing all aspects of the operations, development, and maintenance of county-wide information system functions and activities, including communication systems. Reporting

directly to the County's Chief Administrative Officer (CAO), the DIS must provide transformative leadership in delivering proactive, service-oriented technology solutions in supporting the diverse and unique needs of the various operating departments within county government. In leading key technology initiatives, the DIS maintains a high levels of visibility within county operations and with policy makers. The new Director is expected to provide innovative solutions and fresh new thinking in leading the department, and in part the entire organization, towards an enhanced and a more efficient service delivery model using technology solutions.

Key goals for this position include the need to provide cohesive, responsive, and exceptional technology leadership and support to county operations. This includes establishing and providing basic service levels of support, instilling a sense of focus and urgency to service initiatives, and creating an internal culture of performance and service excellence that collectively result in enhanced customer satisfaction and efficient provision of technology services. There may also be a need to evaluate and strengthen TI governance issues as they relate to prioritization of needs, an efficient cost allocation/cost recovery model, service delivery agreements and ensuring funding and resource availability are consistent with project requirements. Service delivery needs to be improved through more effective and consistent project management practices, process maturity and greater delineation of responsibilities and accountabilities. Ultimately, the expectation is to positively impact the perception of the IS department as a supportive, engaged, and value add business partner.



Operationally, the essential priority involves an upcoming ERP migration from the current outdated software system. This migration will require excellent project management, team building, leadership and influencing skills from the department's management team and project leads in the efforts to implement, operationalize, and trouble shoot the new software.

The ideal candidate for this position will be an experienced systems professional that is a strategic thinker with a track record of successful technology and organizational change efforts within a large-scale

operation. The new leader is expected to energize and engage the IS organization and instill a culture of technology innovation, creativity, and customer service in providing topflight technology support services to county staff. A team oriented and collaborative leadership style will be essential towards establishing positive relationships with staff, peers, the executive leadership team, and policy makers. The expectation is to effectively navigate and address the myriad of complex organizational considerations with positive energy and a sense of enthusiasm. Industry benchmarking and implementation of best practices are expected in this role along with an ability to effectively manage and communicate the balance between customer expectations and operational capacity.

The required background for this role includes at least five (5) years of increasingly responsible experience performing a diverse range of professional-level, complex analytical and project management duties in an information technology program including a minimum of three (3) years in a management capacity within a full-service information technology environment. A Bachelor's degree from an accredited college or university in computer science, management information systems, information technology management, business or public administration or a closely related field is also required. A Master's degree is preferred.

Compensation and Benefits

The County of Butte offers a highly competitive salary and benefits package. Department heads within the County participate in a performance-based pay plan. The base salary range for this position is \$131,118-\$160,256 annually, DOQ. The comprehensive benefits program includes:

- ◆ Retirement: For Classic participants the County provides the 2% at 55 formula with the Single Highest Year option. The County pays the Employer contribution. The employee pays their own contribution of 7%. The PEPRAs employees (those hired after January 1, 2013 who do not qualify for Classic Status (those not being hired with Classic Status) the County provides the 2% @ 62. Per state law this plan is based on the average of the 3 Final Years compensation and the employee is required to pay ½ of the normal cost of the plan – currently about 7.25%).
- ◆ Deferred Compensation: A voluntary 457 program is available.
- ◆ Health Insurance: Health, dental, and vision insurance are provided with premiums substantially paid by the County.
- ◆ Vacation: Accrual at the rate of 14 days per year with increases based on years of service.
- ◆ Holidays: Eleven paid holidays annually.
- ◆ Administrative Leave: 10 days per year.
- ◆ Sick Leave: Accrual at the rate of 12 days per year.
- ◆ Additional benefits include paid term life insurance, LTD insurance, auto and cell phone allowances, and EAP for the employee and their families.



The Process

To apply for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this position is February 18, 2022.

If you have any questions regarding this position, please contact Bill Avery at bill@averyassoc.net or 408.399.4424 or Bill Lopez at williams@averyassoc.net or 408.888.4099.

