



THE COUNTY OF RIVERSIDE
INVITES YOUR INTEREST
IN THE POSITION OF
**CHIEF INFORMATION
OFFICER**



SALARY RANGE:
\$199,927 - \$311,073
ANNUALLY

THE POSITION

At County of Riverside, we are committed to enhancing the lives of our residents through innovative, technology-driven solutions. We are seeking a dynamic, results-driven Chief Information Officer (CIO) to lead our IT department through a rapidly evolving landscape. The Riverside County Information Technology (RCIT) department serves as the strategic technology partner for Riverside County, delivering essential IT services that drive innovation, security, and efficiency across County operations. From critical network infrastructure and cyber security to enterprise applications and field support, RCIT provides the backbone that enables departments to serve the community effectively. This vital role oversees the IT services provided to 26 departments and supports the mission critical IT services countywide. The CIO will be responsible for the strategic direction, management, and optimization of the County's technology systems while fostering collaboration and innovation across departments.

This position reports to the County Executive Office through the Assistant County Executive Officer for the Internal Services Portfolio. The CIO will have overall responsibility for the oversight of more than 360 employees and a budget of over \$120 million. RCIT's scope of operations is both broad and complex. The Department manages a network of almost 1,500 routers and switches and supports 220 applications, over 1,600 databases, and almost 2,000 GIS web maps. To carry out this work, RCIT is organized into specialized units: Business Administrative Services, Business Relationships Division, Converged Communications Bureau, Enterprise Applications Bureau, Technology Services Bureau, Information Security Office, and RivCo TV.

The CIO is a politically savvy leader committed to fostering strong relationships with managed and non-managed departments, adapting to evolving operational demands across departments. This role requires the ability to effectively seek and

apply industry best practices to achieve the desired outcomes, straddling the line between innovation and security. A key challenge will be managing and reducing Internal Service Fund (ISF) costs related to countywide services, all while maintaining exceptional service delivery and staying current with technological advancements. In addition, it will be important to keep abreast of changing technology and proactively appraise County leadership of beneficial and prudent technological advancements. As our new CIO, you will play a critical role in leading several major IT initiatives currently underway and those on the horizon such as the Windows 11 upgrade, data center relocation, MPLS network upgrade, .GOV migration, Integrated Services Delivery (ISD), and hybrid cloud expansion.

The CIO will lead by example, demonstrating how to balance the delivery of timely, high-quality projects with creating a fun and engaging work environment. They will understand and respect the organization's culture, inspiring and motivating teams to collaborate and perform at their best. The successful candidate for the CIO position will enjoy building relationships, elevating services, and communicating effectively with a wide range of stakeholders in a fast-paced, forward-thinking government IT department.

In addition, the successful candidate will be a strategic and innovative thinker with a keen understanding and ability to balance countywide infrastructure and technology needs with the individual priorities and concerns of County departments. Ideally, the successful candidate will have a career history serving government entities of similar size and complexity and an understanding of the fiscal responsibility to utilize taxpayer dollars as effectively as possible. If you have a passion for providing stellar customer service and identifying applications for emerging technology, while maintaining the security, efficiency, and resiliency of systems, we encourage you to join this dedicated team and make a meaningful impact. Your leadership can drive the continued innovation and operational efficiency in a dynamic public sector environment.

ESSENTIAL DUTIES OF THE CIO:

- » Lead the Riverside County Information Technology department (RCIT) with an eye toward innovation, cost savings, and seamless integration of technology across departments.
- » Manage a significant IT budget of over \$120 million, with influence over \$200 million, while balancing increasing service demands and evolving financial priorities.
- » Strategically plan, coordinate, and direct the operations of the County's enterprise information systems resources, central data processing, imaging, video and data networks, and electronic communications programs.
- » Forecast and stay abreast of emerging technologies for use in County government.
- » Formulate countywide policy concerning the application, utility, and feasibility of information systems, including tracking state and federal legislation, which may influence County information systems policies and procedures.
- » Provide information systems and IT support to client County departments.
- » Conduct special studies, and on behalf of the department, make recommendations to the Board of Supervisors on information systems policies and procedures.
- » Drive cross-departmental collaboration and act as a bridge between technology teams and non-managed departments.
- » Recognize potential and emerging issues, generate and evaluate solutions, and devise effective courses of action.
- » Provide leadership and guidance for security strategies, including protection against ransomware and other cyber threats.
- » Lead the charge in improving IT infrastructure, from data networks to server platforms, while fostering a culture of continuous learning.
- » Act as a strong advocate for IT initiatives, working closely with executive leadership and policymakers to market and promote technology solutions.
- » Oversee the continued adoption of cloud technologies, ensuring data security, scalability, and cost-efficiency.
- » Build and maintain strong relationships with other public agencies and government organizations to stay ahead of regulatory trends and technological developments.

MINIMUM QUALIFICATIONS

EDUCATION: Graduation from an accredited college or university with a bachelor's degree, with major coursework in computer science, electronic engineering, telecommunications, business administration, or a closely related field. (Additional qualifying experience may substitute for up to two years of the required education on the basis of one year of full-time experience equaling 30 semester or 45 quarter units). An advanced degree in leadership or a related field is preferred.

KNOWLEDGE OF: Organization, fiscal management and personnel management; budget preparation and control; principles, methods, materials, and equipment used in electronic communications and data processing systems; State and federal rules and regulations affecting communications and data equipment in a public sector environment; application of statistical methods to management analysis; principles and practices of public finance and governmental accounting; principles of effective supervision.

ABILITY TO: Plan, organize and direct a comprehensive plan of information services including coordination of communications and data processing facilities within County government and with other agency systems; generate and evaluate alternatives, analyze data, reach logical conclusions, formulate recommendations, and institute effective changes; establish and maintain effective working relationships with public officials, subordinates, general public, and staff members of other agencies; speak and write effectively; prepare and present clear and comprehensive reports; design and implement new procedures and evaluation techniques for technical and administrative problems and determine appropriate actions; effectively manage a large staff through subordinate supervisors; read and interpret specifications, rules, and regulations; deal tactfully and effectively with others.

LICENSE: Possession of a valid California Driver's License by the start date.



COMPENSATION & BENEFITS

The annual salary for the Chief Information Officer is \$199,927 - \$311,073. Placement within the salary range will be based on the selected candidate's experience and qualifications.

In addition to a competitive salary, the County offers an excellent benefits package that includes:

- **MEDICAL/DENTAL INSURANCE:** A flexible benefit and premium subsidy totaling up to \$1,800 a month is provided toward the cost of medical and dental benefits. Vision is provided at no cost to the employee or eligible dependents.
- **MISCELLANEOUS RETIREMENT:** A retirement plan is offered through the California Public Employees' Retirement System (CalPERS) after a five-year vesting period. Benefit at age 62 is 2%* of the highest 36-month period of earnings times years of service. The employee contribution rate is 7.75%, subject to changes based on CalPERS actuarial variations.
 - **Note: Reciprocity may exist with other public retirement systems in California, please, see CalPERS actuarial valuations.**
 - *The compensation limit is \$155,180 for 2025 for new hires who joined CalPERS on or after January 1, 2013, including CalPERS members who had a break in service longer than 6 months.*
- **EXECUTIVE VEHICLE ALLOWANCE:** A \$550 monthly Executive Vehicle Allowance is provided.
- **DEFERRED COMPENSATION:** Voluntary employee contribution with a choice between two 457 deferred compensation plan options.
 - **401(A) MONEY PURCHASE PLAN:** County contribution of \$50 per pay period towards choice between two 401(a) plan providers.
- **ANNUAL LEAVE** (Bi-Weekly Accrual): 0 < 36 months = 8.92 hours, 36 to < 108 months = 10.46 hours, 108 or more months = 12.00 hours.
 - Additional information can be found on the County's Human Resources website page: www.rc-hr.com
 - Maximum Annual Leave accumulation is 1,800 hours. Employee may receive pay in lieu of up to 80 hours per calendar year. Agency/Department Head may approve an additional 80 hours.
- **HOLIDAYS:** Normally 12 paid holidays per year.
- **BEREAVEMENT LEAVE:** 5 days (3 days are County paid; 2 days can be taken through use of accrued leave balances).
- **BASIC LIFE INSURANCE:** \$50,000 of term life coverage. Premiums are paid by the County. Additional Supplemental Life plan is available for employee purchase.
- **LONG-TERM DISABILITY (LTD):** Benefit pays 66.67% of earnings to a maximum of \$10,000 per month; 30-day waiting period; pays to age 65. Benefit can be coordinated with other available leave balances to provide up to 100% of pay.
- **POST RETIREMENT MEDICAL CONTRIBUTION:** A monthly contribution is made by the County towards retiree health insurance offered through the County as governed by the Management Resolution.



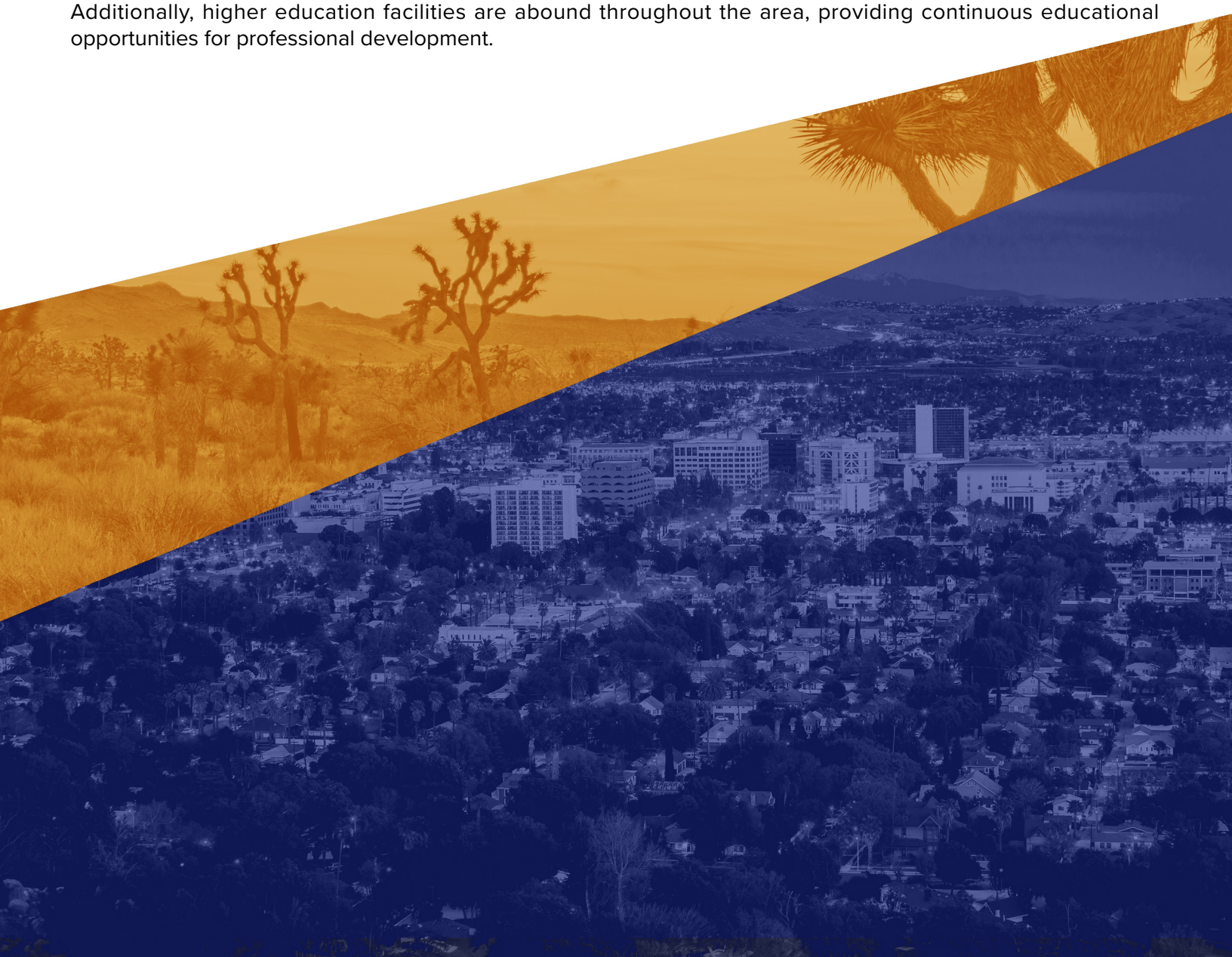
THE COUNTY

Whether it is a stroll through the quaint boutiques of historic downtown Riverside, an afternoon in Temecula's wine country, or a round of golf on a world-class course in Palm Springs, Riverside County has something for everyone. Even the weather is wonderful, with rainy days few and far between. Riverside County is a great place to live, work, and play.

With more than 2.43 million residents, Riverside is the tenth most populous county in the U.S. and the fourth most populous county in California. The County stretches nearly 200 miles across, comprising over 7,200 square miles of fertile river valleys, low deserts, mountains, foothills, and rolling plains. Riverside County covers an expansive, varied geography that encompasses many diverse and rapidly growing communities with a wide range of public service needs.

The County shares borders with Imperial, Orange, San Diego, and San Bernardino Counties, comprising a region extending from the Pacific Ocean to the Colorado River. There are a total of 28 incorporated cities within the County. Riverside County is conveniently located within a short drive to Southern California's many cultural events, theme parks, and tourist attractions, which make it an excellent alternative to the more costly and congested neighboring counties. The County's housing market continues to be among the most affordable in Southern California.

Additionally, higher education facilities are abound throughout the area, providing continuous educational opportunities for professional development.



THE COUNTY GOVERNMENT

County of Riverside government recognizes the value of a qualified and diverse workforce, making it a priority to build an organization that reflects the vibrant community it serves.

The County's leadership consists of five members of the Board of Supervisors who serve as both the legislative and executive branches of the County government. They are elected by district, on a nonpartisan basis, to four-year staggered terms. There are no term limits. The Board Appointed County Executive Officer oversees the day-to-day activities of the County's agencies and departments.

The County's core business includes law enforcement, prosecution, probation, parks, community development, public works, public health, public social services, the County hospital, fire, housing, and employment and administrative services. County of Riverside has more than 25,458 employees across over 40 departments and agencies. To learn more about the County of Riverside, go to: <https://rivco.org>.



ABOUT RIVERSIDE COUNTY INFORMATION TECHNOLOGY

The Riverside County Information Technology (RCIT) department provides information technology services to County departments and agencies and is entrusted with managing and safeguarding the County's enterprise and mission-critical solutions and infrastructure. RCIT is committed to cultivating a collaborative and inclusive culture that fosters leading-edge solutions with a focus on problem-solving to deliver quality products and services to our customers. Our vision is to provide our customers with innovative solutions that are highly available, secure, and cost-effective.

RCIT has over 360 employees and an annual operating budget of over \$120 million. Countywide expenditures for technology are approximately \$200 million annually.

RCIT delivers enterprise core services (network, voice, payroll, and security) to all County departments and employees that deliver critical services to roughly 2.5 million residents. RCIT provides comprehensive managed services to 26 specific departments, including desktop and server support, departmental application support, Microsoft Office 365, and web content management. RCIT is an Internal Service Fund (ISF) and develops annual rates to support the services it provides to customers. These services are ultimately designed to improve government service delivery to the communities served, and the lives of the County's constituents.

RCIT is comprised of three technical bureaus supporting Infrastructure & Field Support (TSB), Converged Communications (CCB), and Enterprise Applications (EAB). Additionally, RCIT has five specialized divisions of various sizes that provide countywide Security (ISO), Geographical Mapping (GIS), Business Relationship Management (BRD), Administrative Services (fiscal, accounting, procurement, and contract management), and multimedia communication services (RivCoTV).

MAJOR PROJECTS:

- » **Windows 11** – Upgrade roughly 15,000 PC's and laptops across the county before Windows 10 support ends.
- » **Data Center Relocation** – Relocate the County's centralized datacenter to a new location.
- » **MPLS Network Upgrade** – Replace the DWDM network with MPLS to allow more control of the County's Wide Area Network (WAN).
- » **Integrated Services Delivery (ISD)** – Develop data lake and front-end system in order to share data across multiple departments and systems, improving and simplifying the delivery of services to our constituents.
- » **.GOV Migration** – Domain change for County websites and email addresses.
- » **Hybrid Cloud Expansion** – Expand on hyperconverged VMware Cloud Foundation (VCF) environment, in combination with VMware Cloud Disaster Recovery (VCDR) and VMware on AWS, to improve resiliency and disaster recovery.
- » **PeopleSoft Disaster/Recovery** – Replicate PeopleSoft 9.2 for Financials and Human Capital Management to the Oracle Cloud Infrastructure (OCI) for a quick failover in the event of a local failure.
- » **Telesoft Replacement** – Replace system for managing our circuit & phone charges.



APPLICATION PROCEDURE

The initial review of applications will likely occur on **April 28, 2025**. However, the posting may close at any time.

To be considered, please, electronically submit your application, including resume via [Government Jobs](#) or clicking [here](#). Resumes should reflect related work experience as well as details of years and months of positions held.

For questions regarding this recruitment, please, contact: **Karla Medrano** at (951) 955-9092 or KMedrano@rivco.org.

Applications will be screened based on criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.

For additional information about the County of Riverside, please, visit: <https://rivco.org>. For information regarding jobs with the County of Riverside, please, visit www.rc-hr.com.

This class has been designated At-Will by the Board of Supervisors, in accordance with the provisions provided under Article 6, Section 601E (1) of the County Management Resolution and serves at the pleasure of the Board of Supervisors.

This class has been deemed eligible for the Performance Recognition Plan as set forth under Article 3, Section 311(A) of the County Management Resolution. Program eligibility requires employees to be in a leadership position, manage other employees or programs, and have significant influence on the achievement of organizational objectives.

