



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



**SALARY RANGE:**  
**\$176,207 - \$275,802**  
ANNUALLY

# THE POSITION



Riverside County is seeking a strategic technology executive to serve as its next Chief Technology Officer (CTO). The CTO responsibility includes overseeing the day-to-day operations of three major bureaus: Infrastructure & Field Support (TSB), Converged Communications (CCB), and Enterprise Applications (EAB), while driving large-scale enterprise projects from inception to completion. This role is responsible for negotiating strategic vendor partnerships to secure the best possible pricing and contract terms, assisting with budget planning and analysis, and developing a forward-looking technology strategy for Riverside County. The CTO will create an environment built on trust, innovation, and collaboration—fostering a culture of ownership, accountability, and continuous improvement. In partnership with the CIO, the CTO will play a critical role in shaping the County’s technology direction and promoting RCIT both within and beyond the organization. At the County of Riverside, we are committed to enhancing the lives of our residents through innovative, technology-driven solutions. 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.

The ideal candidate will be a dynamic leader and polished communicator, capable of engaging with department heads, executives, and stakeholders to build trust, influence decisions, and align technology initiatives with Countywide goals. We seek a forward-thinking leader who fosters collaboration, motivates teams, and applies creative problem-solving to complex technology challenges. This is a unique opportunity for an innovative and collaborative leader to influence the future of technology in one of California’s largest counties—helping to ensure that IT services are secure, reliable, and aligned with the County’s mission to serve its residents.

Candidates should also have a strong sense of project management and know how to roadmap a plan to achieve project success and completion on time and within budget.



## THE CHIEF TECHNOLOGY OFFICER WILL:

- » Identify new and emerging technologies for use in County government; lead the planning, execution, and completion of large-scale enterprise technology projects, ensuring they are delivered on time and within budget.
- » Build strong relationships with County departments, executives, and external partners; balance competing priorities and service demands through effective communication and service level agreements.
- » Manage relationships with strategic vendors and negotiate favorable pricing, contracts, and service terms to maximize value for the County.
- » Identify opportunities to leverage AI, machine learning, generative AI, and automation technologies to improve County services.
- » Serve as a member of the IT management team; participate in strategic, operational, and organizational planning processes; identify operational and organizational problems; formulate and implement solutions; set goals and measure results.
- » Develop and modify policies and procedures; direct the development and implementation of countywide policies and procedures concerning the application, utility, and feasibility of information technology systems.
- » Assist the CIO in developing and executing a comprehensive technology strategy that aligns with County goals and future technology trends.
- » Create an organizational environment built on trust, collaboration, and innovation while cultivating a culture of accountability, care, and ownership.

## MINIMUM QUALIFICATIONS

**EDUCATION:** Graduation from an accredited college or university with a bachelor's degree, preferably with a major in computer science, information systems, public/business administration, or a closely related field to the assignment. (Additional qualifying experience may be substituted for the required education on the basis of one year of full-time experience equaling 30 semester or 45 quarter units of education.)

**EXPERIENCE:** A minimum of five years in a management position in which three of those years provided operational oversight to a division that included responsibility for setting standards and managing a variety of large and complex technology implementation projects for a major agency or department.

**KNOWLEDGE OF:** Information technology and systems architectures; technology standards and benefits; principles underlying, and methods of determining, total cost of ownership; current technology marketplace; principles and practices of general and financial management.

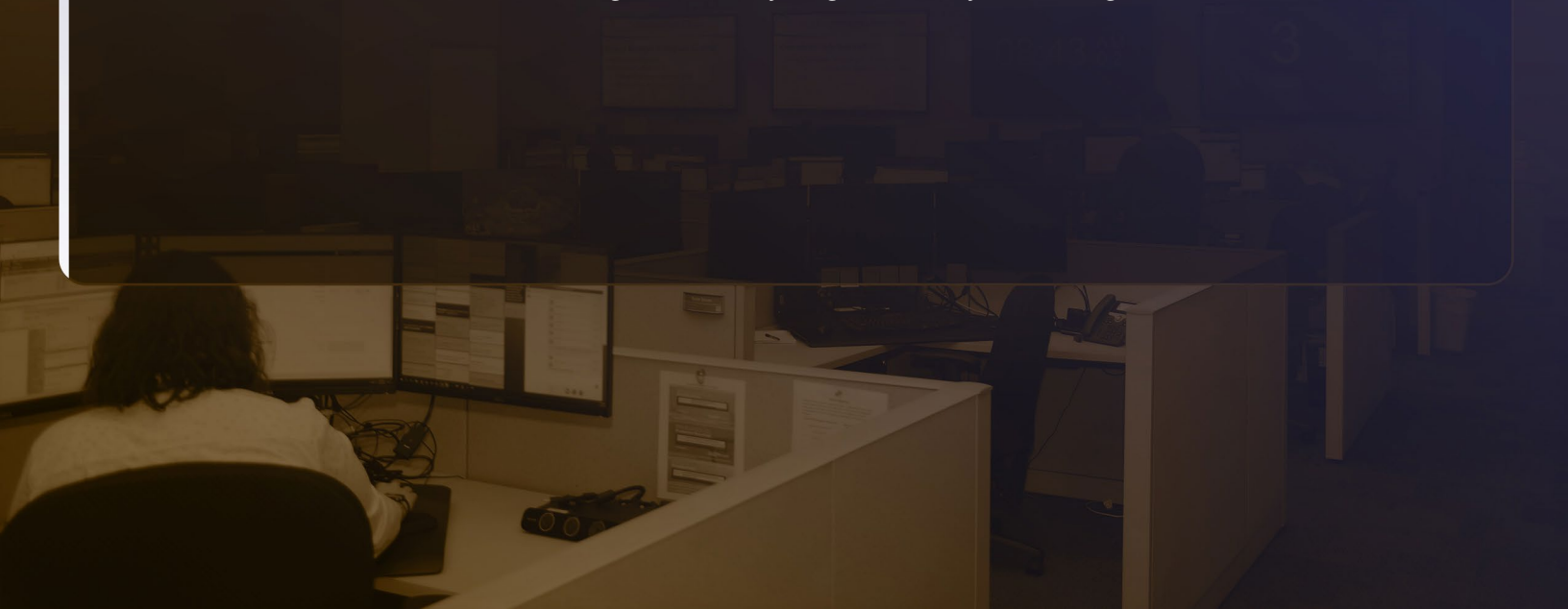
**ABILITY TO:** Manage a large and complex technology infrastructure; manage and track a variety of concurrent complex technology projects to ensure timely and cost-effective completion; keep current on industry standards; recognize problems and identify solutions; analyze and improve departmental policies and procedures; provide strong organizational leadership; promote collaboration and innovation; speak and write effectively; prepare effective, professional presentations; present a professional and positive demeanor; prepare, monitor, and review division/departmental budgets; evaluate the work of others.



# COMPENSATION & BENEFITS

The annual salary for the Chief Technology Officer is **\$176,207 - \$275,802**. 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.**
- **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](http://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>.



# 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 best of breed 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:

- » **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).
- » **.GOV Migration** – Domain change for County websites and email addresses.
- » **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.
- » **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 September 15th, 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: Angela Tavaglione at (951) 966-3590 or [atavaglione@rivco.org](mailto:atavaglione@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.

The Chief Technology Officer class has been designated At-Will by the Board of Supervisors, in accordance with the provisions provided under Article 6, Section 601E (2) of the County Management Resolution and serves at the pleasure of the Chief Information Officer.

This class has been deemed eligible for the Performance Recognition Plan as set forth under Article 3, Section 311(B) 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.

