



CHIEF INFORMATION TECHNOLOGY OFFICER
KERN COUNTY, CALIFORNIA
COMPENSATION: \$151,797 - \$181,418

THE COMMUNITY:

Nestled in the beautiful southern edge of the San Joaquin Valley, Kern County is the third largest in California with more than 8,000 square miles of mountains, valleys, and desert communities. As one of the richest agricultural and energy producing regions in the nation, Kern County enjoys an expanding economy diversified through tourism, distribution centers, aerospace and defense, natural resources, and an emerging tech scene. As the area has evolved, Kern County has maintained a business-friendly atmosphere with an enterprising approach to growth and development.

With one of the most affordable residential areas in California, Kern County is the ideal place to raise a family. Kern residents possess strong community pride, education, and tradition, valuing tight-knit friendships, outdoor activities, Friday night football games, and the delicacy of local cuisine. Kern County is ethnically diverse and largely rural, with a population of 875,000.

Bakersfield, with a population of nearly 370,000 residents, is Kern County's government and metropolitan center. Within these city limits, two robust local colleges lead forward-thinking ideals through California State University Bakersfield, and Bakersfield College. This Central Valley community is located just two hours north of Los Angeles and a few hours from California's beautiful national parks, with ample opportunities for recreation, tourism, and entertainment.

THE ORGANIZATION:

Kern County has more than 7,400 employees providing a host of government services to its residents, business, and visitors. The County is led by a five-member Board of Supervisors elected to serve their diverse constituent districts of equal population. The Board of Supervisors provides leadership and direction to nearly 30 different county departments of various sizes and makeup. The range of services these departments provide include law enforcement, fire protection, social services, behavioral health, and many other general government functions.



The County's administrative operations are led by our Chief Administrative Officer. The services provided by our Administrative Office include purchasing, building and parks maintenance, information technology, economic development, budget and finance, communication, and human resources.

Kern County has an annual budget of over \$3 billion, which is appropriated each year through our budget process. The focus of our budget and service delivery is on the achievement of Kern County's strategic goals and objectives, which include:

- Enhance the quality of life for all residents.
- Become a model of excellence in how we manage our business and workforce.
- Develop and grow a thriving and resilient regional economy.
- Foster a culture of innovation.

To accomplish these bold objectives we seek diverse voices and opinions from our constituents, employees, and leadership. Kern County is a healthy, thriving, and forward-moving organization.



THE CHIEF INFORMATION TECHNOLOGY SERVICES OFFICER:

The Chief Information Technology Officer (CITO) is the executive-level manager of the Division of Information Technology Services of the County Administrative Office. The CITO serves at the pleasure of the Chief Administrative Officer. The incumbent manages and coordinates the centralized information systems, applications, and office automation provided to County departments.

This vital role is well suited for an experienced, innovative, and team-oriented information systems professional to guide a service-oriented team and forge meaningful collaborative relationships across a complex organization. This is a management level position, requiring application of effective management practices and skills in planning, organizing, coordinating, and directing the activities of the Division of Information Technology Services.

The CITO must also meet the following qualifications:

- Bachelor's Degree from an accredited college or university in Computer Science, Information Systems, Business Administration, or a closely related field.
- Eight years of progressively responsible information systems experience.
- Five years of responsible management and supervisory experience.
- Qualifying experience must have been within the last seven years.
- Possession of a valid California Driver's license upon appointment.



THE IDEAL CANDIDATE:

The ideal Chief Information Technology Officer is a thought leader in the development and implementation of Kern County's technological goals and business strategies. They will be a strong conduit in leading the County's development and implementation of strategies to address the digital divide. They will be able to communicate clearly and develop strong partnerships with both internal and external stakeholders to improve and align business capabilities to customer demands through the advancement of technology. The successful candidate will utilize best practices in technology management, function, and application to more efficiently align business functions, minimize communication barriers, and promote innovation and employee growth.



COMPENSATION & BENEFITS:

The following compensation package is applicable to all candidates for the position:

- Base annual salary range: \$130,860 - \$156,396
- Kern Flex (10% of base): \$13,086 - \$15,639

The following additional compensation package is applicable to candidates employed by Kern County on or after October 27, 2007:

- Premium Pay (6% of base): \$7,851.60 - \$9,383.76
- Deferred Compensation Match (up to 6% of base) - \$7,851.60 - \$9,383.76

The benefits associated with this position include:

- Medical/Dental/Vision/Prescription coverage with a 20% employee premium.
- \$400,000 life insurance benefit
- Voluntary benefits, including disability coverage, life insurance, and flexible spending accounts
- Defined benefit retirement plan
- Deferred compensation 457 plan
- 12 paid County holidays
- Paid sick leave and vacation hours depending on years of service



ANTICIPATED RECRUITMENT DATES (subject to change):

- Application period closes - May 20, 2022
- Initial applicant screening - Week of May 23, 2022
- Interview of candidates - Week of June 7, 2022
 - Finalist interviews - Week of June 13, 2021

Each recruitment phase may be eliminated based upon the number of qualified candidates.

To apply for the Chief Information Technology Services Officer, please complete the application [here](#).