

# CITY OF NORTH LAS VEGAS, *NEVADA*

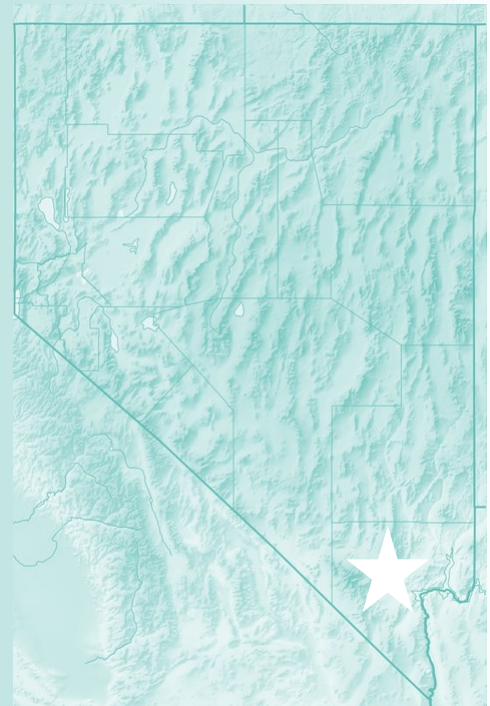


## Chief Information Officer

The City of North Las Vegas is looking for a highly-skilled, hands-on Chief Information Officer (CIO) who is experienced in managing a multi-faceted operation. The CIO will provide technical and administrative leadership to one of the fastest-growing cities in the country!

The Ideal candidate will be:

- ♦ A Visionary, Team Builder and Influencer
- ♦ Technically-skilled, Educated and Experienced
- ♦ An excellent Communicator and Servant Leader
- ♦ An excellent Project Manager, Collaborator and Lead



## EXPRESS INTEREST BEFORE FEBRUARY 5TH



# WELCOME TO

# North Las Vegas

## ABOUT THE ORGANIZATION

North Las Vegas is the fastest growing city in Nevada and is home to more than 275,000 residents. A premier place to live, work and play, the City of North Las Vegas leads Southern Nevada in both new home construction and economic development. Our **fast-and-faster, business-friendly** approach has made the City a top destination nationally for development opportunities. This success has enabled the City to reinvest in the community with expanded police and fire service, new parks, roads and amenities, and additional programming to serve residents' diverse needs.



### *Our Priorities, Goals and Values*

#### **Our Priorities**

- ◆ Innovative, responsive, responsible government
- ◆ Safe, beautiful city
- ◆ Best place to do business
- ◆ Opportunities for professional success (internal & external)

The North Las Vegas City Council has adopted a Strategic Plan developed through citizen, business and stakeholder participation which outlines five goals the City aims to meet over the next 5 years.

#### **Our Goals**

Strategic Plan goals are as follows:

- ◆ Growing a diverse local economy
- ◆ Distinctive image and community identity
- ◆ Upgraded City facilities and infrastructure
- ◆ Safest, most beautiful City in the Las Vegas Valley
- ◆ Financially sustainable City government, providing services of the highest quality

#### **Our Values**

**We operate on Servant Leadership.**

In the City of North Las Vegas, our responsibility and commitment to residents and the community is at the forefront of everything we do. Their trust in us is paramount! We treat taxpayer money as carefully as we would our own, and we strive to put into place durable policies and programs that will leave the City in a better position than when we found it.

Team members are empowered to identify areas of opportunity and propose solutions and good ideas move quickly here! Our culture is highly collaborative, we prioritize internal growth, development and opportunity, and we try to have lots of fun!



## We prioritize Innovation.

The secret to our success in the City of North Las Vegas is operating our government like a business. We cut through the red tape to find smarter, faster, better ways of doing business to better serve our customers and to enable our team members to spend their time where they can have the biggest impacts. Some accomplishments the City is proud of:

- ♦ **SNUMA (Southern Nevada Urban Micro Academy):** The City of North Las Vegas created a unique, nationally-recognized public-private micro school model using City of North Las Vegas assets (rec centers, libraries) to provide schooling to students (and enabling parents to go to work) during the public school shutdowns during the COVID pandemic.
- ♦ City Manager Dr. Ryann Juden named **2022 Executive of the Year** by the Silver State Awards for his innovative leadership and proven success in economic development and business operations. He was also honored with the **2021 Casman Good Government Award** which recognizes leaders' ingenuity in making citizen services work better, faster and more economically.
- ♦ The City of North Las Vegas won the **national 2022 Smart City Award** for its transformative **AMI Conversion Project** that upgraded water meters for increased conservation and customer ease.
- ♦ By **strategically creating a Grants Department**, the City has increased its grants portfolio by 827% since 2019, resulting in additional funding for public safety, parks, libraries, housing and other resident services.

## We value Diversity.

The City of North Las Vegas is the largest minority-majority city in Nevada and one of the largest minority-majority cities in America. It is very important to us that our team reflects the community we serve.

- ♦ North Las Vegas **Mayor Pamela Goynes-Brown is the first Black Mayor in Nevada history!!**
- ♦ We also have celebrated the first Latino and Latina Council Members, first Black Female Mayor Pro Tem, first Black Female Council Member, first Female Police Chief and first Black Female Police Chief.
- ♦ Our City Attorney is the first Filipina City Attorney in the State of Nevada.

This commitment to diversity and serving this historically underserved is reflected in the work we do:

- ♦ **Dolores Huerta Resource Center:** A first of its kind in Nevada, free resource center to provide one-stop health, financial, education and workforce services in Spanish and in English to the public, with a focus on serving Hispanic constituents.

- ♦ **North Las Vegas Veterans Resource Center:** Opened in October 2022 to help veterans and active duty military members with health and mental health needs, social services, education and workforce training, and to provide veterans with social activities and a safe, welcoming place to connect with others.
- ♦ **North Las Vegas Community Correctional Center and CARE Court** is our innovative approach to corrections that addresses the root causes of crime and focuses on rehabilitation to reduce recidivism.

## We excel at economic development.

As the fastest growing city in America before the Great Recession, then the hardest hit city in America during the Great Recession, the City of North Las Vegas under the leadership of the current administration has transformed from a municipality facing imminent state takeover to an internationally-recognized leader in economic development and a case study for unprecedented turnaround. How did we do it?

- ♦ Restructured departments to make the City more efficient and easier to do business with.
- ♦ Spearheaded legislation that enabled the City to bring water to **Apex Industrial Park**, solving a 30-year-old regional development problem.
- ♦ Recruited an unprecedented number of major companies to North Las Vegas to grow the City's tax base and diversify the Southern Nevada economy.
- ♦ Improved the City's bond rating from inherited junk bond status to **A+ Bond Rating, S&P Global Ratings**.

Among the current projects in development:

- ♦ **NLV Village** - The largest redevelopment project in City of North Las Vegas history; encompasses 29 acres of mixed-use, master-planned commercial, medical and community space in the City's downtown core.
- ♦ **Apex Industrial Park** - 7,000 developable acres; seven development projects representing 25.4 million square feet are currently under construction.
- ♦ **Helios Medical Complex** - 135-acre, mixed-use medical campus in the **North Las Vegas Job Creation Zone**; broke ground in October 2022.
- ♦ **Future development of the Job Creation Zone** - 400 acres north of I-215 to bring economic development and job creation for decades to come.

## We are continually improving the City.

- ♦ New police and fire stations in development
- ♦ Three dozen parks, miles of trails, golf courses, pools
- ♦ Restaurant Row and expanded healthy dining options
- ♦ Top-notch concerts, festivals and entertainment at **The Amp at Craig Ranch Regional Park**.

# ORGANIZATION STRUCTURE

## *Governing Body*

- ◆ The City of North Las Vegas was incorporated in 1946 and operates under a **Council-Manager form of government**.
- ◆ The **Mayor and four (4) Council Members** are elected on a non-partisan basis to serve a 4-year term. The Mayor is selected by City voters at large. Council members are selected by the voters in a particular ward. Terms of office are staggered. Citywide elections are held every two (2) years for two or three offices.
- ◆ The **five-member City Council** is the legislative, or policy-making body of the City. By a majority vote, the Council may enact, enforce ordinances and orders, and pass resolutions necessary for the operation of municipal government and management of City affairs. Council members also actively serve in leadership positions for numerous Intergovernmental agencies and associations to further the interests of the City of North Las Vegas.
- ◆ The **City Manager** is appointed by the City Council and serves as the Chief Executive Officer to oversee daily municipal operations. The City Manager has been with the City for almost 10 years, and is responsible for the daily management of 1,600 employees and 19 departments.

# CHIEF INFORMATION OFFICER

## *About the Position*

- ◆ The **CIO** is a **NEWLY CREATED POSITION** which will work at the same level as an Assistant City Manager and will be responsible for the direct supervision and management over the Information Technology Department and other assigned departments (*depending on candidate skill set*).
- ◆ The CIO reports directly to the City Manager and is a part of the Executive Leadership Team. The position is responsible for the City's technology vision, strategy and performance City-wide. It will lead the successful implementation of the City's vision and strategy by fostering an environment of constant innovation, aligned with the City's Executive Team and Council objectives, leveraging the latest in IT advancements by providing a wide variety of services that benefit City operations and its residents in a timely and efficient manner.
- ◆ The CIO is responsible for ensuring a strong, viable communication infrastructure and all else needed to connect and support key business functions of all internal departments and to the City's residents.

## Duties and Responsibilities

- ◆ Be hands-on, maintain a *vision* while concurrently *implementing* that vision simultaneously by balancing daily operational needs with long-term planning goals.
- ◆ Influence and develop a 'holistic view' of information technology and enterprise systems across all departments to more efficiently and effectively provide services within the City.
- ◆ Provide leadership and direction of the IT Department ensuring daily operations and functions are aligned with the City's technological vision and strategy and by clarifying objectives, direction, motivating, supervising and advising the IT Department and other departments as assigned.
- ◆ Collaborate with and through department directors, the work plan for assigned City departments.
- ◆ Monitor and implement relevant IT industry trends and emerging technology and determine its utility, consistency with established IT standards for meeting business and alignment with strategic and operational objectives, and return on investment.
- ◆ Make presentations and recommendations to executive leadership on technology projects and department operations, and evaluate impact on City operations and programs to make recommendations on policy and procedural improvements.

## Opportunities & Priorities

- ◆ Create and implement a technological strategic vision for the City to include both short-term and long-term plans and initiatives that support key business functions City-wide, internally and externally.
- ◆ Direct the development, enhancement, quality assurance testing and installation of new applications and systems upgrades and the installation, implementation, and conversion to the new programs and hardware while directing user training programs and activities and ensure that department documentation and standards are met.
- ◆ Direct the procurement of all equipment, supplies and contractor / vendor services and administering contracts for a variety of purposes including administrative studies of operations, procedures, and policies to increase productivity, improve services and reduce costs.
- ◆ Develop a clear understanding of the needs of Department Heads / department business users through consultation with various department heads and department personnel.
- ◆ Influence participatory, strategic and centralized decision-making of Communications Technology and Information Systems.

**Link:** [Full CIO Job Description](#)



# THE IDEAL CANDIDATE

The *ideal* candidate will a proven leader possessing the interpersonal and technical skills which complement the challenges and opportunities of this important, highly-impactful City-wide role. A strong candidate will reflect the following:

## Technically Skilled, Innovative & Highly Experienced

Because the City works at a fast pace and runs more like a business, the ideal candidate needs to be a highly educated leader in technology, experienced in project management, performance measurement and change management with a firm grasp on how technology makes an organization more efficient, effective and sustainable. Influencing innovation requires originality of thinking and the ability to work within a broadly-technical environment.

## Excellence in Project Management

A strong collaborator among the leadership team department directors will be key to stabilization, strengthening and professionalization of the City. Excellent time management and organizational skills are necessary in leading, executing projects.

## Team Builder & Influencer

An individual with a positive, infectious attitude who is willing to mentor staff and inspire those around them to follow. Someone who instills that passion and experience with the employees he or she mentors who also possesses the ability to harmonize people with technical and non-technical skills to positively influence and implement change will have a positive impact.

## Mastery of Best Practices, Compliance and Cyber Security

- ◇ *demonstrate a mastery of industry best practices and manage a portfolio of systems/applications in a cost effective and responsive manner;*
- ◇ *possess the ability to direct the conversion to new hardware and software platforms;*
- ◇ *be experienced with institutional change in a software and hardware environment.*



## Experienced in developing / implementing Enterprise Resource Plans (ERPs).

An ERP process involving company-wide technology systems, tools and processes is needed and will require broad participation of all departments, facilitated by the new CIO to ensure 'buy-in' of staff and effective solutions.

## Visionary & Proven Leadership

Someone with a strong technical background and vision to create a Strategic Plan to design and implement long-term growth and development of the City's technology environment and the individuals who work within them.

## Excellence in Communication & Customer Service

A high-level of verbal and written communication is required. Quality candidates will:

- ◇ *effectively communicate with leadership team, department heads, employees, citizens and in the public forum;*
- ◇ *clearly articulate technology and policy to non-technical individuals and resolve disputes;*

## Equipment & Environment

**Staffing:** a multi-division environment of 40+ employees in which may\* include: Information Systems (*hardware, software, city-wide fiber*), Emergency Communications, Cyber Security, Records Retention, Telecommunications and more. \*The new CIO will assist in a reorganization.

**Infrastructure:** Virtualization Technologies, Cisco, Windows and Linux Operating Systems, SCADA, Managed Services, Cloud, Telecommunications, Oracle and SQL Server Databases, and Next Generation Firewalls

**Software:** Oracle ERP, Microsoft Office, and more than 100 on-premise and cloud solutions for City departments including Police, Detention, Fire, Utilities, City Attorney, and Public Works

# QUALIFICATIONS & COMPENSATION

## EDUCATION & EXPERIENCE

- ♦ **Bachelor's Degree** in Management Information Systems, Computer Science, Business Administration or related field is required.

*A Master's Degree is preferred but not required.*

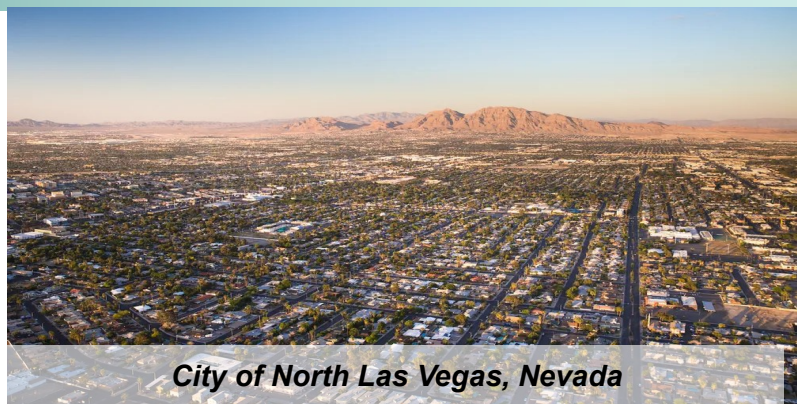
- ♦ **Ten (10) or more years'** of progressively complex experience in Information Systems management and technology,
- ♦ **Minimum of five (5) years'** high-level management of all information systems and technology.
- ♦ Management of 25 or more subordinate staff.
- ♦ Public, Private-sector and some experience working with unionized employees is *desirable*;
- ♦ Strong IT background preferably in an IT department that has ORACLE or other Tier 1 products;
- ♦ Ability to communicate complex technical information for non-technical audiences.

*Link: [CIO Job Description](#)*

## BENEFITS

- ♦ **4-day work week.**
- ♦ **Medical, Dental, Vision** with HMO, PPO and opt-out options. *Employee contributions vary by plan;*
- ♦ **Maternity, Prescription Drug, Flex-spending, Health Savings Accounts, Short-term Disability Insurance.** *Vary by plan;*
- ♦ **Life Insurance** - Employer-paid Basic Life Policy equal to 1x the employee's annual salary.
- ♦ **Retirement** – NVPERS, Employer contribution is 29.75%. ROTH, 457/401 also available.
- ♦ **Vacation Leave / PTO** - 36 hours / 1 week @ hire; 3 wks/yr for years 1-5, 4 wks/yr for years 6-11;
- ♦ **Holiday** - 13 paid holidays / year;
- ♦ **Sick Leave** - 3 weeks per year;
- ♦ **Employee Assistance Program & Wellness**
- ♦ **Professional Development & Associations**

*Link: [Directors Benefits summary](#)*



**City of North Las Vegas, Nevada**

## COMPENSATION

\$130,000 to \$211,000 / year salary (DOQ)

## RESIDENCY

Residency within the City of North Las Vegas is not required.

## PAST CIO

This is a NEW position.

## EQUAL OPPORTUNITY

The City of North Las Vegas is an Equal Opportunity Employer. We value public service, equal opportunity and the importance of diversity in the workplace. It is an organization committed to workforce building and serving the community's residents and businesses with commitment to the following values:

***Accountability, Communication and Teamwork.***

Veterans, all genders and ethnicities are encouraged to apply.

## CONFIDENTIALITY

Expressions of Interest are confidential.





Red Rock Canyon

# CHIEF INFORMATION OFFICER

## EXPRESS INTEREST TODAY

Resume and Letter of Interest by EMAIL only to:

[CIO-NorthLasVegas@municipalsolutions.org](mailto:CIO-NorthLasVegas@municipalsolutions.org)

Direct questions to the Recruiting Team at the email above or by calling (888) 545-7333.

## TIMELINE & SELECTION PROCESS

**Feb 5** - Deadline to Express interest

**Jan 6 - Feb 14** - Initial candidate screening

**Feb 15 - Mar 8** - Comprehensive background checks

**Feb 23/24 or Mar 16/17** - Finalist interviews & selection



*This recruitment actively managed by:*



[www.MunicipalSolutions.org/recruiting](http://www.MunicipalSolutions.org/recruiting)