



## DIRECTOR OF INFORMATION TECHNOLOGY

### The Opportunity

Collier County, Florida is looking for a hands-on, highly-skilled Director of Information Technology with experience in managing a multi-faceted IT operation through administrative and technical leadership in a highly-complex county government!

### The Ideal Candidate

- ◇ Technically-skilled, Educated & Experienced
- ◇ Excellent Communicator & Customer Servant
- ◇ Visionary, Team Builder and Influencer
- ◇ Excellent Project Manager
- ◇ Collaborator and Leader



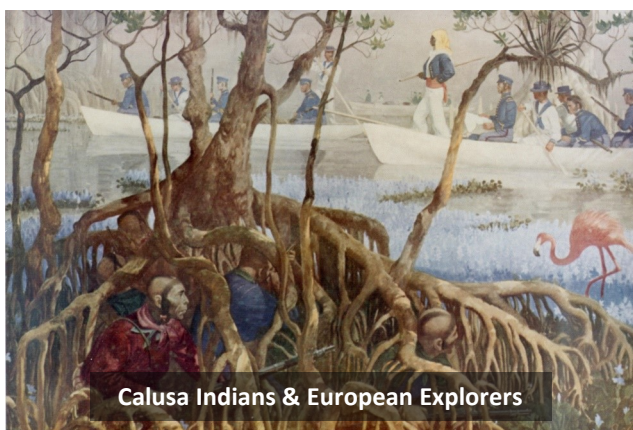
APPLY BEFORE AUGUST 16TH





## HISTORY

This part of Florida has an ancient past. Collier County saw its first human inhabitants 10,000 years ago. When the first European settlers and explorers arrived in Florida, beginning in the 1500s, the region was inhabited by the **Calusa Indians** and many other tribes. Many disputes between Indians and white settlers occurred in the 1700s.



Calusa Indians & European Explorers

First settlements began to appear in the area starting in late 1800s, however it remained largely uninhabited until after the end of the Civil War when **Senators Gerald J. S. Williams** and **Walter Haldeman** traveled to discover unknown Southwest Florida and bought a piece of land which they thought to be paradise in the autumn of 1886.

Farmers first, then tourists and sportsmen, Southwest Florida soon became a major attraction for its beautiful beaches and natural environment. In 1889 the first Hotel was opened, and among its very first guests there was Rose Cleveland, sister of President Cleveland.

**Collier County** was **founded in 1923** thanks to a Memphis-born millionaire, **Barron Gift Collier**. With the birth of the County, Mr. Collier invested heavily in infrastructure such as paved roads, electric power, telegraphs and much more. In 1928 the **Tamiami (Tampa-Miami) Trail** was completed, allowing the broader development of the County's agricultural potential.

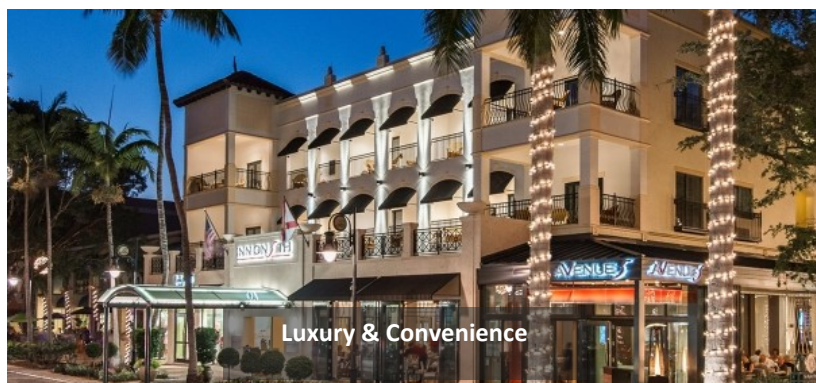
In modern days, Collier County was the home to **Naples Army Air Field** (a subbase to Buckingham Army Airfield in Fort Myers) during World War II. Many veterans returned to Collier County to become home buyers and businessmen. The decommissioned air field is Naples (Municipal) Airport today.



US Army Women ( 1950)

Thanks to the popularity and growth of Naples, the County seat was transferred there from Everglades City in 1962.

The County offers many tourist attractions that go beyond the beautiful beaches. Collier County hosts the smallest U.S. Post Office in Ochopee, **Immokalee Cattle Drive**, **Pioneer Museum** and **Jamboree at Roberts Ranch**, **Everglades National Park Gulf Coast**, **Audubon Corkscrew Swamp Sanctuary** and many other natural parks.



Luxury & Convenience

## COMMERCE

Collier County has a growing regional economy. It was ranked as the fastest growing area in the U.S. in 2016 by the US Census Bureau, the 3rd best place to start a business in Florida, and 4th best area for future job growth. Forbes reported 3.5% job growth in 2018.

Local lifestyle is an incentive for companies to move to Collier County. The County offers a strong real estate market and favorable tax structure. It is home to more Fortune 500 CEOs with successful business experience than any other place in the Country.

The largest sectors are agriculture, tourism and real estate. It is home to several corporate headquarters (ACI Worldwide, Benser Information Technology, Beasley Media Group Inc., etc.), Aviaton and Aerospace (i.e. Aeroflex Airflyte, etc.), IT (i.e. Position Logic and Golden Tech), etc.

### Top 7 Principal Employers in Collier County

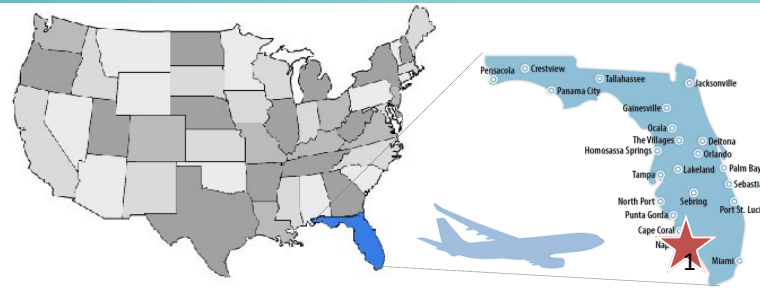
Rank	Company Name	Employment
1	Collier County School District	5,604
2	Collier County Local Government	5,119
3	Naples Community Hospital	3,007
4	Publix Supermarket	2,214
5	Walmart	1,547
6	Marriott Hotels	743
7	Fifth Third Bank	733

Source: Florida Department of Transportation

## GEOGRAPHY

Collier County is found in the southernmost part of Southwest Florida. It accounts for 1/3 of the region's land mass and counts just under 2,000 square miles. The County includes the City of Naples, the City of Marco Island and Everglades City. Naples is one of the wealthiest cities in the Country. A large portion of the County is occupied by National Parks and nature Preserves.

Collier County is larger than Luxembourg & Rhode Island combined.



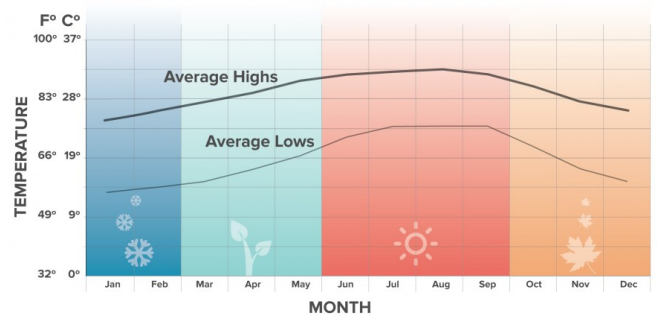
### Regional / National Airports

- ♦ **SW Florida International Airport (RSW)** in Fort Myers is 30 miles from Naples. It is served by *Delta, Frontier, Jet Blue American, Southwest, Spirit, Sun Country and United airlines.*
- ♦ **Top destinations include:** Atlanta, Baltimore, Boston, Charlotte, Chicago, Columbus, Detroit, Houston, Nashville, NYC, Minneapolis, St. Louis, Philadelphia & Washington D.C.

**Driving Distances** *Miami (2hrs) Tampa / St. Petersburg (2.5 hrs) Orlando (4.5 hrs) Jacksonville (5 hrs) Atlanta, GA (9 hrs) Charlotte, NC (10.5 hrs) New Orleans, LA (11.5 hrs)*

## CLIMATE

Collier County has a typical *tropical* climate with 54 inches of rain per year over average of 119 days. High temperatures between July / August reach 91°F— with significant humidity, and August as the wettest month of the year, and a winter low of around 53°F in January. December, February and March are the most pleasant months. Florida is prone to hurricanes, tornadoes and occasional floods—a season running from June to November.



World-class Golf Courses



## DEMOGRAPHICS

**Population:** 2020 projections show a population of 380,000 people growing to over 510,000 in 2045. The age distribution is even with higher percentages in the ages 50-79. The county boasts a density of 160 persons per sq/mi.

**Language:** 66.7% of residents speak only English, 24.4% speak Spanish, and as many as 10% of residents also speak Haitian Creole.

**Ethnicity:** The County’s ethnicity is composed of 62.2% White, 28.6% Hispanic or Latino, 7.3% Black or African American, and 1.6% Asian.

**Median Income:** Based on 2017 data, Collier County has a median household income of \$69,730. Forbes estimates an annual growth in HH Income of 4.3%.

**Education:** 14% Graduate or Professional Degree, 21% Bachelor’s Degree, 8% Associate’s Degree, 26% High School Diploma, 17% some college / no degree, <13% less than a High School Diploma.

**Property Values:** The median property value in Collier County in January 2020 was around \$470,000.

2017 Population by Age	
Age Group	Percent
< 5	4.8%
5-17	13.4%
18-24	6.9%
25-34	9.1%
35-44	10.2%
45-54	12.2%
55-64	13.2%
65-74	15.5%
75+	14.1%

(source: statisticalatlas.com)

## COUNTY GOVERNANCE

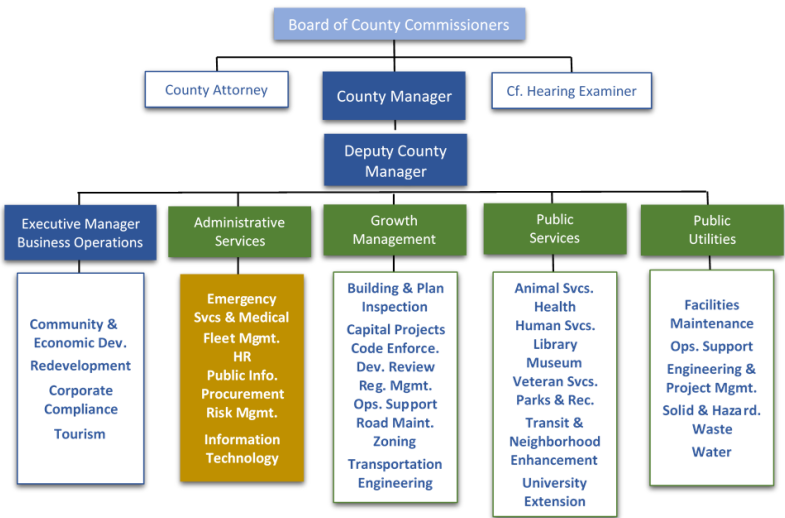
### Form of Government / Governing Body

Collier County has a **non-charter, statutory form of Government**. The Board of County Commissioners is comprised of 5 members elected by voters from each of 5 districts. Commissioners serve four-year staggered terms and must live in the district they represent. The Commission serves as the governing body of the county and has the responsibility of setting policies that protect the health, safety, welfare and quality of life of our residents and visitors. Among their functions, the most important is the adoption of the County’s budget.

The County Manager is hired by the Commission to manage its operations, assisted by a Deputy. The County Attorney is also hired by the Commission. [County Commissioner bios are found here.](#)



County Commission w/ former Governor Rick Scott



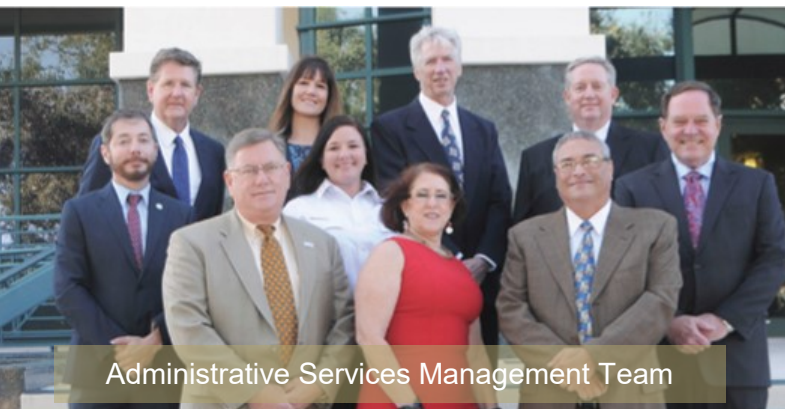
## County Management

County Manager, Leo E. Ochs, Jr. joined Collier County in 1986 and was appointed County Manager in 2009. He serves as the Chief Executive Officer, implementing policy and handling operations as directed by the Commission.

The Deputy County Manager, Nick Casalanguida joined Collier County in 2004, and is responsible for 4 departments (*Public Services, Public Utilities, Growth Management, and Administrative Services*) and the Office of Corporate Business Operations..

Mr. Ochs, Jr. and Mr. Casalanguida have assembled a quality Senior Management Team dedicated to operating at a high standard of excellence. Departments under their direction include:

- ◇ **Growth Management** Administrator for 3 years, manages 9 divisions including Building Plan Review/ Inspection, Code Enforcement, Development Review, Capital Project Planning / Impact Fees, Transportation Engineering, Road Maintenance, Zoning and more;
- ◇ **Public Services** Administrator for 7 years, manages 9 divisions including: Animal Services, Community & Human Services, Library, Museum, Veteran Services, Parks & Recreation, Public Transit, and more;
- ◇ **Public Utilities** Administrator for 8 years, manages 6 divisions including: Wastewater, Water, Facilities, Solid / Hazardous Waste, Engineering and Project Management, & more;
- ◇ **Administrative Services** Department Head for 17 years.



Administrative Services Management Team

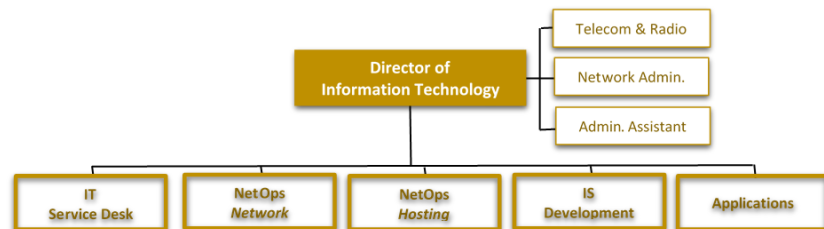


Emergency Operations Center

## ADMINISTRATIVE SERVICES & INFORMATION TECHNOLOGY

### Divisions within Administrative Services

The **Administrative Services Director** is responsible for managing 7 divisions, including: *Procurement, Emergency Services (Emergency Medical Services & Emergency Management), Customer Relations & Communication, **Information Technology**, Human Resources, Fleet Management & Risk Management.*



### About the IT Division

The Information Technology Director manages a sophisticated technology environment with an annual operating budget of \$10,300,000. The division's 50 employees have an average tenure of 9 years, while the average tenure of 5 managers / supervisors is 15 years. IT supports 10,000 devices (2,300 computers, 1,100 mobile and 6,700 radios).

The IT Division has 5 principal sections: **IT Service Desk, Applications, NetOps (Hosting), NetOps (Network), and IS Development.**

## *IT Sections (continued)*

- ♦ **Network Operations** is divided into two sections consisting of Hosting (6 FTEs, servers, virtualization, storage, backup, and email) and Network (8 FTEs, PBX, Data Communication, and Network Connectivity).
- ♦ **IT Service Desk** 9 FTEs responsible for Desktop Support, Phone Support, On-call Support and Fixed Asset Inventory.
- ♦ **Applications** 9 FTEs are 'technology consultants' to all county departments. Includes Applications Analysts and Senior Programmers.
- ♦ **Information Systems (IS) Development** 9 FTEs support the GIS, SAP interfaces and programming, database administration, SharePoint, video conferencing and agency-wide applications. Includes Applications Analysts, Sr. Programmers & Database Administrators.

## THE DIRECTOR OF INFORMATION TECHNOLOGY

### About the Position

**The Director of IT** provides vision, strategic leadership and knowledge of current technology, to the County while overseeing the enterprise-wide IT systems and activities which meet the lines of business of every department. The Director must establish short and long-range plans, goals and objectives for the County's Information Systems.

*Principal responsibilities and duties include:*

- ♦ Represents the division before senior managers, elected officials, contractors, vendors and the general public. Serves as primary liaison to IT 1st tier vendors;
- ♦ Conducts contract negotiations with vendors, providing systems support, development and/or maintenance; administers established contracts; identifies and resolves problems with vendor performance; and establishes effective working relationships with contracted vendors.
- ♦ Approving, prioritizing, and controlling projects and the project portfolio;
- ♦ Establishing a strategic vision and executing operational / tactical plans including coordination, preparation, acquisition, installation / development, maintenance & security of IT business solutions;

- ♦ Development of cost-effective, secure information technology solutions to business problems;
- ♦ Ensuring effective and efficient use of human, fiscal and physical resources;
- ♦ Selection, acquisition, development, and installation of technical infrastructure, application and services;
- ♦ Developing strategic and operational plans for the County's communications and data networks.

[View the IT Director Job Description here.](#)

## Opportunities, Challenges & Top Priorities

### **Customer Service**

The IT Division serves as a 'service provider' to all County lines of business. These departments do have the option of receiving external IT support from 3rd parties, therefore, the IT Division must maintain a high-level of customer service to assure it is the **'provider of choice'** of all county departments.

### **Cyber-security**

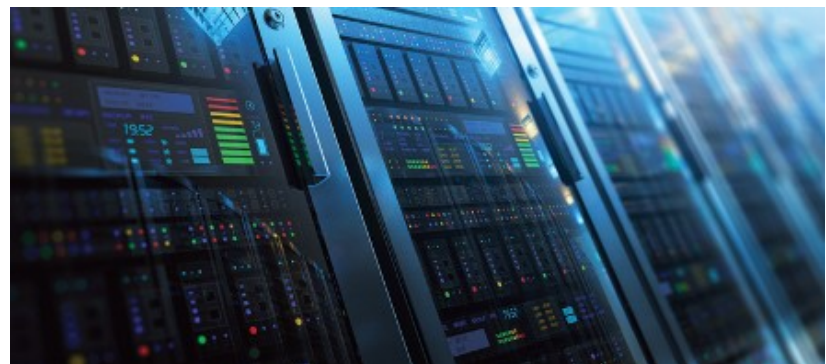
Technology and communications systems are critical to daily operations and real-time monitoring against risk. Increased use of mobile applications for system access, field reporting, geographic information systems & telemetry will require a high-level of protection of personal and financial data against cyberattacks and catastrophic events.

### **Innovation**

Innovation, foresight and strategic planning skills will be needed as changing technology and fiscal constraints can be expected.

### **Team Building**

The need to harmonize technical and non-technical elements require a professional who can influence and implement change by creating a strong team to deliver a positive, organization-wide impact.





## The Ideal Candidate

### Visionary & Proven Leadership

A professional with a strong technical aptitude, but also able to see details within the broader scope of long-term growth and development of the County's technology environment and the skills of individuals who work within them.

- ◇ *balance the competing priorities of departments and differing funding, resources & service levels;*
- ◇ *effectively delegate authority and responsibility & maintain a high-level of division performance.*

### Innovative in developing and implementing Enterprise Resource Plans (ERPs).

An ERP process involving organization-wide technology systems, tools and processes requires broad participation of all departments, facilitated by the new Director to ensure 'buy-in' of senior management, staff and effective, innovative solutions.

### Excellence in Communication

A high-level of verbal and written communication is required. Quality candidate abilities include:

- ◇ *effectively communicate with administration, department heads, employees, citizens and in the public forum;*
- ◇ *clearly articulate technology and policy to non-technical individuals;*
- ◇ *listen to and understand opposing viewpoints and successfully mitigate disputes;*
- ◇ *articulate the potential impact of policy and vision in difficult situations.*

### Team Builder & Influencer

A professional with a positive, infectious attitude who is willing to mentor staff and inspire others to follow. Someone who instills passion with the employees he or she mentors. The ability to harmonize people with technical and non-technical skills, to positively influence and implement change.

A collaborative, humble, open, approachable, flexible person will make a positive impact throughout the organization.

## Qualifications

### Experience

- Minimum of Six (6) years experience with progressive responsibility leading large, cross-functional teams, projects and departments (*required*);

Ten (10) years of progressively responsible management experience in (*preferred*).

### Education

- Bachelors Degree in Information Systems, Computer Science OR a closely-related field of study (*required*). An equivalent combination of education, training and experience will also be considered.
- Masters Degree *preferred* but not required.

### Certifications & Licenses

- Certified Government Chief Information Officer (CGCIO).
- Certified Information Systems Security Professional (CISSP) or similar advanced certification is highly desired.
- IT Infrastructure Library (ITIL) *required* or ability to obtain it within two years of hire.

## COMPENSATION



### Salary

The City offers a **negotiable salary range of \$100,145 to \$150,497 (DOQ)**. Relocation expenses, professional dues and an attractive benefits program are included.

### Benefits

**Holidays:** 11 paid holidays per year.

**Sick leave:** 12 days / year (3.69h per pay period).

**Vacation:** 2 weeks/year 1-2, 3 weeks/year 3-6, 4 weeks / year 7-20, 5 weeks/year 21.

**Health: Eligible** EE may contribute up to \$2,700 pre-tax for reimbursement of uncovered medical expenses.

**Retirement:** Florida Retirement System (FRS) 457, 401(k) pension programs. EE contributes three percent (3%) of gross pay to FRS. County contribution is above 27%

**Medical / Dental / Vision / Life:** Multiple plans. Basic vision and life insurance is included at no cost.

**Wellness / EAP:** No-cost physicals & screening exams, confidential counseling and referral services for employees and families.

[Retirement Benefits information](#)  
[Retirement Plan Comparisons](#)



# REGIONAL & LOCAL AMENITIES



Enjoy cuisines from around the world. Get wet in one of our many water parks, and 34 miles of tropical beaches. Collier County has more than 70 golf courses, both public and private. Enjoy nature in one of our many regional, state and national parks along our many foot and paddling trails. Tryout **airboats tours** on swamps and kayak through small canals. Have fun in our **Collier County Fairgrounds**!

- ♦ A visit to the **Everglades National Park** or **Corkscrew Swamp Sanctuary** will feed your sense of adventure.
- ♦ Experiencing an Immokalee Cattle Drive & Jamboree at Roberts Ranch - historic *living* ranch and pioneer museum, visit **Marco Island Historical Museum** and **Naples Depot Museum** will take you back in time
- ♦ World-class golfing can be enjoyed at more than 70 courses
- ♦ An evening immersed in the cultural scene with performing-arts centers and museums include **Naples Philharmonic Orchestra**, **Opera Naples** and **Shakespeare in Paradise** is sure to satisfy and impress.



Naples Philharmonic Orchestra and Performing Arts Center



Naples Depot Museum



Golisano Children's Museum




Shakespeare in Paradise



*This is...Florida's Paradise Coast*



# REGIONAL & LOCAL AMENITIES



Gulf Coast Sunset

Opera Naples  
Baker Art Museum  
Shakespeare in Paradise  
Naples Philharmonic Orchestra  
United Arts Council of Collier County  
Collier County Government Center / Museum

Seminole Park  
Sun-N-Fun Lagoon  
Ochopee Post Office  
Naples Depot Museum  
Everglades National Park  
Corkscrew Swamp Sanctuary



Big Cypress National Preserve



Sun-N-Fun Lagoon



Kayaking



Everglades Air-boating



Collier County Fairgrounds



Immokalee Cattle Drive & Jamboree



Everglades Air-boating





## APPLY TODAY

### *Past IT Directors*

2 Directors in past 17 years. Current IT Director is retiring after 25 years with the County and had a significant impact on the design and administration of the current hardware and software environment. The Network Team knows everything necessary to maintain the network effectively

### *Equal Opportunity*

Collier County is an Equal Opportunity Employer.

In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees to discuss potential accommodations with the employer.

### **Veterans Preference for qualified candidates**

[\(application information here\)](#)

Persons of all genders and ethnicities are encouraged to apply.

### *Confidentiality*

Under Florida law, all submittals are public record.

### *Residency*

Residency within the County is not required.

### **TIMELINE & SELECTION PROCESS**

**August 16: Deadline to Express interest**

**July 23 - Aug 16: Candidate screening**

**Aug 17 - Sept 18: Background checks**

**Sept 24/25: Finalist interviews & selection**

**Resume, Letter of Interest and questions by EMAIL to:**

**[Recruit127@municipalsolutions.org](mailto:Recruit127@municipalsolutions.org)**

**The Recruiting Team can be reached at  
(888) 545-7333.**



*This recruitment actively managed by:*



## CLOSES AUGUST 16