

Superior Court of California, County of Fresno



invites your interest for the position of

CHIEF INFORMATION OFFICER

Salary \$85,000 to \$132,941

Appointment in the range will be made depending upon qualifications.

The recruitment will remain open until the position is filled but applicants are encouraged to apply early as the recruitment may close at any time. The first review of applications will be July 20, 2015. Complete application packet must be submitted online by July 17, 2015 at 4:00 p.m. to be considered for the first review. To apply go to: www.fresno.courts.ca.gov/employment/ and complete an online application. Resume and answers to the supplemental questionnaire must be attached to be considered complete.

Fresno County

Located in the central San Joaquin Valley, and with a population of nearly 1,000,000 people, Fresno County is the 10th largest county in California. The County Seat, Fresno city is the 5th largest city in the state. This dynamic city is the hub of a region rich in heritage, resources, and people. Over 80 different nationalities are represented by its residents.



The region is known as the raisin-producing capital of the world and produces more agricultural products than any other County in the nation. Fresno's location, very near the geographical center of California, serves as a gateway to several national parks including Yosemite, Sequoia, and Kings Canyon. There are also several lakes nearby for fishing, boating, skiing, sailing and swimming. Making Fresno a great place for outdoor enthusiasts. There are also ski resorts to enjoy during the winter months.

Fresno is home to three large public parks: Woodward Park, which features the Shinzen Japanese Gardens, numerous picnic areas and several miles of trails; Roeding Park, near Downtown Fresno, is home to the Fresno Chaffee Zoo; and Kearney Park is the largest of the Fresno region's park system and is home to historic Kearney Mansion and plays host to the annual Civil War Revisited, the largest reenactment of the Civil War in the west coast of the U.S.

Outstanding educational opportunities are available within Fresno County. For example, Clovis Unified School District, is well known for its academic excellence and state of the art facilities. The district has been named 31 times to the National Blue Ribbon Schools Program. There are numerous public and private colleges and universities, including California State University, Fresno; Fresno Community College; Fresno Pacific University; and National University, among others. Local areas of attraction include two water parks, two major shopping malls, fruit and blossom trails, and Save Mart Center that hosts major concerts and events. With its central location and an International Airport, travel to/from Fresno is convenient.

The Court

The Fresno Superior Court currently has forty-one (41) judges and six (6) subordinate judicial officers, as well as over 440 employees that serve the needs of the community. To meet these needs the Court has multiple Courthouses in the heart of the downtown Fresno area: the "Main Courthouse," has twenty-six (26) courtrooms dedicated to criminal matters and two (2) courtrooms to juvenile dependency matters; the "B.F. Sisk Courthouse," has fifteen (15) courtrooms dedicated to civil, family law/support, and probate matters; the "M Street Courthouse," with five (5) courtrooms is dedicated primarily to traffic matters; and the "Main Jail Annex," has two (2) criminal hearing courtrooms. In addition, on the edge of the Fresno city limits is a "Juvenile Delinquency Courthouse," with four (4) courtrooms.

The Fresno Superior Court operates and maintains an enterprise-grade primary datacenter within the "Main Courthouse," with state-of-the-art technologies designed to provide exceptional reliability and performance. Additionally, a secondary datacenter is located at the "Juvenile Delinquency Courthouse," that serves as both a secondary communications site (SCS) and a disaster recovery (DR) site. The agility and uptime of electronic systems are paramount for the Fresno Superior Court, justice partners, and the community.

The Position and Ideal Candidate

This is a challenging opportunity for a technically, savvy, highly dynamic, credible, strategic, and influential leader with the experience and expertise to manage and direct the Information Technology (IT) Department of the Fresno Superior Court. The Chief Information Officer (CIO) reports to the Assistant Court Executive Officer and is a key member of the executive management team. The IT Department's mission is to provide quality, innovative, fiscally responsible, and secure information technology solutions that support the Court's needs, now and into the future.



The ideal CIO will be technically knowledgeable, results driven and experienced in both initiating and implementing change via technology. The most qualified candidates will have an ability to promote creative, cost-effective, and innovative thinking while fostering a culture of collaboration. The CIO must have the ability to communicate and lead highly innovative staff and manage a complex, challenging, and large information technology operation. The CIO will possess a thorough understanding of all facets of information technology and how it impacts operational planning and program implementation. Ideally, the selected candidate will have an entrepreneurial spirit, be team oriented, and able to maintain high morale. Through partnership with the executive management team and judicial officers, the CIO will demonstrate the following competencies:

Leadership

- Plans, organizes, manages, and monitors all IT projects including new applications development projects and significant infrastructure changes; provides leadership and direction in all areas of IT development, management, and security; ensures projects are planned, organized, monitored, and delivered on time and within budget; evaluates political issues and works collaboratively with local/state officials, justice/community partners, and public stakeholders in responding to new challenges.

Communication

- Effectively speaks and writes clearly and concisely to express thoughts and ideas; professionally and tactfully creates an environment where ideas can be shared with others; successfully negotiates situations requiring positive outcomes; effectively communicates in public to a variety of audiences. Able to articulate complex technical concepts and systems in a manner that can be clearly understood across each department and classification level.

Strategic Management

- Identifies areas requiring attention and uses logical reasoning to reach conclusions and identify alternate solutions to complex problems; develops short- and long-term goals, outcomes and performance measures for team members; provides vision, ensures department stability, and protects system security.

Change Management/Influence

- Builds trust through reliability and authenticity; understands the dynamics of organizational change; persuades others to consider and adopt new ways of thinking; convincingly explains the benefits of a course of action or advantages over alternatives; shows enthusiasm and belief in what is being proposed.

Minimum Qualifications

The position requires a Bachelor's Degree in any field of study from an accredited four-year college or university which is acceptable within the United States' accredited college or university system with at least 15 units of coursework in Computer Science or Management Information Systems and five years of full-time, paid administrative, managerial or supervisory experience in a comprehensive computer services operation with oversight of all facets of supporting technology. The position desires a Bachelor's Degree or Master's Degree in Engineering, Computer Science, or Management Information Systems.



Compensation and Benefits

The annual salary range for the Chief Information Officer is **\$85,000 to \$132,941**. Appointment in the range will be made depending upon qualifications. The Court also offers an attractive benefits package, which includes:

Retirement:

The Fresno Superior Court participates in the Fresno County Employees Retirement Association (FCERA). Placement in Benefit Tier I or Tier V is contingent upon a candidate's recent employment circumstances. Additionally, FCERA has reciprocity with several California public retirement systems. More information about FCERA can be found at www.fcera.org. Retirement benefits are integrated with Social Security.

Health Benefits:

Full-time employees and their eligible dependents qualify for health, dental, and vision insurance. Choice of multiple health plans effective on your first day of employment. The Court contributes up to \$7700 per year for the employee only health benefit costs and an additional \$2,840 per year for the employee's dependent health benefit costs, respectively.

Annual Leave:

Fifteen days (120 hours) of vacation/sick per year initially, with accruals that increase incrementally based on years of service.

Holidays:

13 days per year.

Basic Life/AD&D Insurance:

\$50,000 Basic Group Life/AD&D insurance provided.

Long Term Disability (LTD) Insurance:

Long Term Disability Insurance (replaces 60% of your earnings to a maximum of \$2,666/month after disability period of 90 days) provided by employer.

Short Term Disability Insurance (STD):

Optional enrollment of STD administered through California State Disability Insurance (SDI).

Additional Benefits:

- Employee Assistance Program (EAP)
- Deferred Compensation (457b, 457 Roth)
- Tuition Reimbursement
- Flexible spending accounts

**How to Apply**

Applications must be completed electronically by going to: www.fresno.courts.ca.gov/employment/.

If you are interested in pursuing this highly desired career opportunity, please submit (1) a completed electronic court application, (2) a resume, and (3) a maximum one-page narrative answer for each of the four supplemental questions.

The Court application must fully identify former positions held and job titles, names of the employer organization, dates of employment, salary at the end of work, and a description of duties performed, including management responsibilities. Resumes will not be accepted in lieu of completed applications. Please ensure you attach the resume and supplemental answers with your employment application. Incomplete packets will not be accepted.

The recruitment will remain open until the position is filled but applicants are encouraged to apply early as the recruitment may close at any time. The first review of applications will be **July 20, 2015. Application packet must be complete and turned in by July 17, 2015 at 4:00 p.m. to be considered for the first review.** Those qualified candidates selected to proceed will be asked to participate in the selection process.

If you have any questions regarding this position, please contact Hiyasmin McMahon, HR Analyst, at (559) 457-2055 or by email to Recruitment@fresno.courts.ca.gov.

The Fresno Superior Court is an Equal Opportunity Employer.

Supplemental Questions

Respond to the following questions and submit with your application. Your response should be concise, well organized, and no longer than one page per question. Type your responses on 8-1/2 x 11" paper. Please list your name on the top of each page and attach to your electronic application.

1. Please describe the most significant and innovative technology project you have been involved with. Include what your specific role/contribution and the outcome was.
2. Please describe your experience developing and managing an IT or other budget.
3. Please describe your strongest technical background (i.e. Systems Applications, Programming, Analysis, Infrastructure). Describe how that knowledge will assist you as Chief Information Officer.
4. A CIO is required to manage and direct a myriad of projects. Please describe your experience with managing multiple projects and give an example which highlights your ability to think creatively and problem solve.