

CITY OF LARGO, FLORIDA

NOW SEEKING

# DIRECTOR OF INFORMATION TECHNOLOGY



APPLICATION DEADLINE  
**05/31/2020**

- Champion of Innovative Technology
- Solution-oriented Visionary
- Coach, Mentor and Champion of Change
- Enterprise Perceptive
- Service-oriented Leader

For more information, including a complete job description visit

**LARGO.COM/JOB**

# ABOUT OUR COMMUNITY



Conveniently located near world-class beaches and attractions in a picturesque natural setting, Largo is the fourth largest city in Tampa Bay. We offer a great quality of life for residents with affordable housing and entertainment, valued green spaces, an engaged and active community along with safe and attractive streets ... all helping us to achieve our mission of providing Superior Services that Inspire Community Pride!

Our central location, attractive community, superior parks and leisure services make Largo the easy and most natural choice for your home, business and recreational needs. Our dedicated staff, inspiring leaders and involved community all help make Largo - the Community of Choice in Tampa Bay... Naturally!

Largo serves as the central hub of activity in Pinellas County along with St. Petersburg to the south, Clearwater to the north and Tampa to the east (just across the causeway.) For swimming, boating, fishing or any outdoor activity, you can't beat the county's 35 miles of powdery white beaches and nearly 588 miles of coastline. Largo has an average of 361 days of sunny weather each year where you can enjoy the surf, sun and sand. Three of the top ten beaches in the nation are located in Pinellas County including Clearwater Beach, Fort De Soto Park and Caladesi Island State Park.

**EST. 1905**  
**83K RESIDENTS**  
**3K EMPLOYERS**

---

*Learn more about our community by visiting [Largo.com](http://Largo.com) and searching for current demographics .*

# HOW WE WORK TOGETHER

Largo has a council-manager form of government that combines the strong political leadership of City Commission with the professional experience of a City Manager. Our elected body is made up of six citizen Commissioners and a Mayor who work together to set policy. The City Manager sets policy direction and directs day-to-day operations. The organization is made up of approximately 959 employees that work in over 15 facilities.



Woody Brown  
MAYOR



Henry Schubert  
CITY MANAGER

## HIGH PERFORMANCE ORGANIZATION

*"I am committed to building an organization that is flexible and resilient. Our High Performance Organization model opens the door to intentionally build leadership capacity at all levels of the organization. With all voices valued at the table, we can make better decisions that support superior service delivery to the community."*

- Henry Schubert, City Manager

## DEPARTMENTS

- Administration
- Community Development
- Engineering Services
- Environmental Services
- Finance
- Human Resources
- Information Technology
- Largo Fire Rescue
- Largo Police Department
- Largo Public Library
- Public Works
- Recreation, Parks & Arts



## MISSION

To provide superior services that inspire community pride.

## VISION

To be the community of choice in Tampa Bay!

## VALUES

- Collaboration
- Integrity
- Passion
- Creativity



# ABOUT THE BENEFITS

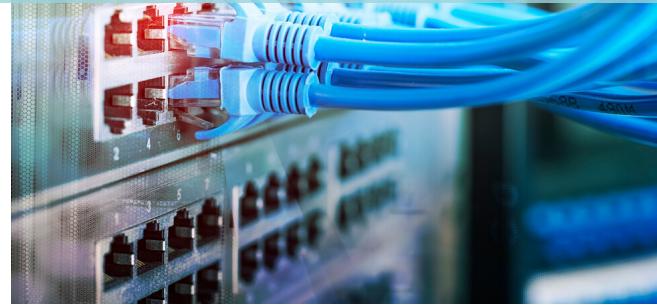
TeamLargo enjoys competitive compensation, professional and personal development in a high performance organization (HPO), generous benefits and leave packages and more!

- Health and Wellness Benefits
  - Medical, dental and vision coverage
  - Medical and dependent care flexible spending (FSA) and health savings (HSA) accounts
  - Paid life insurance and supplemental life and accidental death coverage
  - Long Term Disability
- Defined Contribution Plan 401(a) and Deferred Compensation 457(b) and Roth 457(b)
  - City Match - 7.5%
- Paid Leave and Holidays (11)
- Comprehensive Wellness Program
- Fitness Center Membership (w/24 hr access)
- Wellness reimbursement (fitness classes or personal trainer)
- Tuition Reimbursement Program
- Service Awards and Team Member Recognition





# JOB DESCRIPTION



**SALARY RANGE: \$110,000 - \$130,000**

## SUMMARY

Directs activities of the City's Information Technology (IT) Department, oversees all technology-related activities and projects, and creates and maintains the information technology strategic direction.

As a member of the Executive Leadership Team, the IT Director is a champion for enterprise wide continuous improvement efforts by promoting leadership, empowerment and communication throughout all levels of the organization.

This position reports to the Assistant City Manager.

Performance assessed in the areas of technology innovation, High Performance Organizational (HPO) leadership, collaboration with all departments and effectiveness in setting and achieving department goals and objectives including transition from current systems to enterprise solutions.

## EDUCATION

Bachelor's Degree (Masters preferred) in Management Information Systems, Computer Information Systems, IT Management, Project Management, Business or Public Administration

## PROFESSIONAL LICENSES, CERTIFICATIONS

- Chief Information Officer (CIO) or Certified Government Chief Information Officer (CGCIO) Candidates without certification may be considered
- Track record of continued professional development and planning and overseeing staff development
- Valid Florida Driver's License \*or\* valid license from another state for transfer within 30 days

## EXPERIENCE

- At least seven (7) years of proven experience as an IT Director or similar role, preferably in a government setting or an equivalent combination of education and experience
- Experience in successfully leading IT organizational change including transition from in-house application development to adoption of Enterprise applications or commercial off-the-shelf products.

CURRENT	
<b>Operating Environment</b>	Linux Virtual Desktop
<b>Business Software</b>	Open Source Software (Libre Office, Zimbra)
<b>Other Enterprise Applications</b>	American Data Group (ADG) – ERP /FMS Questica – Budget Neogov – Applicant Tracking and Performance Management ONEsolution – Public Safety Software Esri ArcGIS – GIS TRAKiT – Land Management VUEworks – Service Request / Asset Management

NEW	
<b>Operating Environment</b>	Microsoft Client/Server
<b>Business Software</b>	Office 365 (Document management, collaboration, email, etc.)
<b>Other Enterprise Applications</b>	Workday – ERP FY2022 – Public Safety FY 2023 – Land Management

# ESSENTIAL DUTIES & RESPONSIBILITIES



## LEADERSHIP



## MANAGEMENT



## TECHNICAL

- Leads using characteristics of a High Performance Organizations (HPO)
- Inspires, motivates, and builds trust with employees at all levels
- Ensures thoughtful risk-taking and a focus on results
- Facilitates alignment of departmental operations with the strategic direction of the organization
- Communicates a compelling vision and core purpose
- Possesses intellectual curiosity and passion for the work
- Shares both responsibility and accountability, and trusts team members to perform

- Oversees IT operations
- Provides direction, guidance, and staff development
- Develops and implements strategy for organization's IT infrastructure
- Ensures smooth delivery of IT services
- Creates processes and standards to support systems
- Sets clear direction and empowers team
- Develops, recommends and implements innovative solutions
- Maintains currency in emerging IT trends
- Establishes organization standards of computer hardware, software, and networks

- Develops operating and capital department budgets and monitors expenditures
- Sets achievable goals and objectives for department
- Monitors performance and capacity of employees to ensure compliance with city rules, regulations, safety policies and standards
- Provides timely, direct, and actionable feedback
- Works independently and collaboratively across departmental lines to help facilitate innovative problem solving