



The City of Shawnee, Kansas ■ Information Technology Director

Applications will be reviewed as they are received

The Community

Home to the first territorial legislature and territorial governor in what later became the State of Kansas, Shawnee is now part of the Greater Kansas City Metropolitan Area. Shawnee is one of the fastest growing cities and the third largest city in Johnson County. Situated in the northwestern corner of the county between Interstate 35 and the Kansas River to the west and north, Shawnee's convenient location, sense of community, and parks and recreational opportunities have attracted new residents for decades. With a current population of nearly 70,000 residents, the City's 42 square miles of land encompasses diverse residential neighborhoods including established neighborhoods, new subdivisions, lakeside estates, multi-family, townhomes, and senior communities. Top rated school districts, safe streets and neighborhoods, and nationally recognized parks and recreational opportunities are just some of the ways Shawnee offers the convenience and amenities of a big city while continuing to have a hometown feel.



The Organization

The 2024 annual budget for the City is \$113 million, with a General Fund budget of \$72 million and a staff of 347 FTEs. Shawnee operates under the Mayor/Council/Manager form of government established by Charter Ordinance. The Mayor is elected at large and eight Council members are elected, two for each ward. The City Council sets the policy direction for the City and appoints the City Manager to function as the Chief Administrator, providing leadership and guidance to eight City departments (Administration, Finance, Information Technology, Community Development, Public Works, Parks and Recreation, Police, and Fire).

The Governing Body adopted a Strategic Plan with five "Priority Pillars" to create a shared vision with the community for Shawnee's future.

- Attract diverse housing to meet the needs of a growing City
- Create a safe, sustainable, inclusive, and interactive community
- Design an environment where businesses thrive
- Lead in maximizing and integrating natural resources
- Provide exceptional City services and infrastructure

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The Department

The Information Technology Department is responsible for the design, implementation, maintenance and support of the City's technological resources. This includes networks, security, computer resources for all staff (traditional desk/remote access as well as mobile work stations for public safety), application development, GIS (Geographic Information Systems), phone systems and training. With a team of twelve (12) full time positions reporting to the IT Director, this is a highly effective and customer service focused department that not only supports the day to day needs of all City staff, but partners with departments to accomplish their technological goals and priorities. The IT group supports over 400 users and over 3,500 technology assets/devices across all City departments and 12 locations. The department has been a recipient of the Digital Cities Top 10 Award for the last 5 years and in 2019 the GIS division was recognized with an ESRI's Significant Achievement in GIS Award.

The Position

The Information Technology Director is responsible for the overall planning, organizing, and executing of all IT functions.

The position has six (6) direct reports, but also provides management, development and vision for the full staff of twelve (12). This includes evaluation of operational effectiveness, prioritization of projects, ensuring consistency and accountability, developing department goals and staying abreast of best practices.

The Information Technology Director is the driver for the IT strategic vision as it relates to the organization and support of all departments in meeting their technological goals. This includes working across all City departments to determine information needs, provide technical solutions and establish project priority.

The position manages a citywide technology budget of approximately \$3.8 million and develops systems that support sound purchasing decisions and practices. This includes forecasting, developing replacement schedules, implementing procedures to monitor department expenses and working with vendors to identify economically sound solutions.



Candidate Profile

The Information Technology Director serves as a member of the City's Management Team. In considering candidates for this position, the City will be seeking a results oriented visionary with the ability to understand and synthesize the technical priorities, expectations and needs of the City.

The individual must have an established record as a team player with the ability to effectively work with other Management Team members and City staff in all departments.

The successful candidate must have outstanding personal communication skills with the ability to collaborate and articulate complex issues in a straightforward manner. They must be able to present complex technical concepts in a clear and concise method. Additional qualities include an objective and inclusive approach to problem solving, well-developed decision making abilities and the ability to shape and implement strategic plans. Strong management skills, collaborative leadership and proven experience motivating and developing staff members to achieve excellent performance are a must.

Past professional leadership experience with VMWare, Horizon-VDI, Cisco, Microsoft, SQL, ESRI-GIS and/or Outsystems-SDLC will be a plus.

Requirements

- The successful candidate will hold a Bachelor's Degree from an accredited college or university with major course work in Information Technology or a closely related field.
- A Master's Degree is preferred.
- A minimum of ten (10) years of experience in Information Technology is required with five (5) years of progressively responsible experience in executive management.
- Experience with a public organization preferred.

Priorities and Challenges

- Provide strategic vision as it relates to technology for City departments and City leadership.
- Communicate complex technical priorities to a wide audience in a straightforward manner that connects those priorities to the overall strategic direction of the City.
- Long range planning for technical needs of the organization.
- Continually evaluate department operations and make recommendations as needed to optimize staff's ability to provide support to the organization.
- Stay abreast and manage physical and technical security controls.

Compensation & Benefits

Starting Salary: \$130,000 - \$155,000

The City of Shawnee offers a comprehensive benefit package including: Medical, dental, vision, life insurance, short term disability, Kansas Public Employee Retirement System (KPERs), City supplemental retirement plan, deferred compensation, vacation, sick leave, parental leave, educational reimbursement and an employee assistance program. The City is an employee friendly work environment that supports a work/life balance.

Shawnee's integrated strengths in quality of life, community involvement, economic development and overall citizen satisfaction are just a few of the reasons that Shawnee is an outstanding place to live, work and play!

The City of Shawnee is an Equal Opportunity Employer.

Please [apply](#) online

