



State CIO and Director Washington Technology Solutions

Recruitment Announcement



ABOUT THE ROLE

Washington is looking for a unique, talented individual to lead Washington Technology Solutions. The incumbent has two roles: Agency Director and State CIO.

The Washington State CIO is appointed by the Governor and serves as an executive cabinet member responsible for technology policy, strategy, project and budget oversight across the executive branch of state government. The role also acts as a consultant to the Governor and the Legislature at the intersection of technology and public policy and is responsible for oversight and direction of approximately \$1.2B a year in IT spend across the executive branch. Additionally, the Office of the CIO houses the State office of CyberSecurity, the office of Privacy and Data Protection and Washington OneNet.

WaTech is a stand-alone agency that sells technology services to the 2000 government departments and agencies in the State with an emphasis on the executive branch of state government. The Director oversees a 570 person organization with bi-annual budget of \$380 million. WaTech operates the state's core technology infrastructure - the central network and data center; supports enterprise applications; and, innovates through E-Government



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CHALLENGES AND OPPORTUNITIES

Re-inventing the everyday public service experience requires that WaTech make durable change and successfully address the following three challenges:

Change the Way Government Works Together

- Build a new identity for Washington's central IT and foster greater stakeholder engagement
- Build a diverse workforce of the future
- Enhance working experience and create a cultural sense of urgency

Transform Customers' Experiences

- Become the supplier of choice for technology services and counsel to customers throughout project lifecycles
- Supply the superior, trusted technical foundation that enables agencies to focus on where they provide highest value to their stakeholders
- Be more intentional and programmatic in managing customer relationships and offer solutions

Execute with Excellence

- Simplify; become easier to do business with; increase reliability and resilience
- Drive execution and evolution, plus increase accountability and trust with the authorizing environment
- Continuous improvement is paramount: the ever-accelerating advances of technology demands rapid IT organizational responses

ABOUT THE POSITION

The general responsibilities of the Director include defining a strategic direction and leading the implementation of enterprise architecture for state government IT; enabling standardization and consolidation of IT infrastructure to support enterprise-based system development; improving and maintaining service delivery; establishing standards and policies for IT services throughout Washington; establishing statewide architecture to serve as the organizing standard for state agency IT; ensuring cyber security; and the success of all IT projects for the state of Washington.

WaTech faces challenges. A State Auditor's report released last year made it clear that there are opportunities to improve relationships with customers by soliciting and incorporating feedback as new IT services are developed; increase the transparency of pricing and develop plans to better recover costs.





DESIRABLE QUALIFICATIONS

A bachelor's degree with at least seven years experience in a IT senior leadership role within a substantial and complex government agency, a not-for-profit or a for-profit corporation that involves leading a diverse staff and management of significant funds. Candidates should bring strengths in both external relations and high-level internal management, with an ability to balance the two.

The preferred candidate will have experience and demonstrated success in the following areas:

- Large-scale leadership and management experience.
- Ability to develop enterprise-based strategy for IT architecture.
- Ability to make sound decisions about technology investments and strategies, the management of technology projects and the operation of technology services.
- Ensure that technology solutions are implemented in ways that realize benefits and are within scope, schedule and budget.
- Strategic leadership and planning skills in a large, multi-service organization.
- Significant fiscal responsibility in a complex organization managing budgets, which include multiple sources of funds.
- Cultural competency which enables effective working relationships in cross-cultural situations.
- High level of integrity, ethics and transparency.
- Successful experience working with labor unions in an interest-based bargaining environment.
- Experience implementing LEAN management methods aimed at simplifying processes and reducing costs.
- Ability to implement executive and legislative policies and make internal policy decisions with large-scale implications.
- Successful experience working with business, labor, the legislature, tribes, community leaders and other stakeholders and partners.





THE IDEAL CANDIDATE

The ideal candidate must be able to fulfill an enterprise policy leadership role while providing strategic direction and setting standards for IT systems in the State of Washington. Service improvements and cost efficiencies must meet high business standards for value, management, creativity and innovation.

The successful candidate will report directly to the Governor and serve on his cabinet. This position requires Senate confirmation.

For this important role, WaTech seeks a credible and unifying leader to bring change and innovation to the State and improve the performance of government. This job requires an energetic, visionary and effective leader.

The overarching core competencies of the administration are:

Leading Change

- *Creativity and Innovation:* Ability to generate new and innovative approaches to information technology problem solving that are effective and responsive.
- *Flexibility:* Adjusts quickly to changing priorities and conditions.
- *Strategic Vision:* Ability to translate big-picture IT vision and goals into plans that are realistic and effective.

Leading People

- *Build Talent Pools:* Hire, mentor and develop a qualified, diverse staff.
- *Results Driven:* Measures success by outputs rather than inputs. Set high standards of performance.
- *Lean Management:* Streamline and remove processes that do not bring value to the customer.

Building Coalitions

- *Partnering:* Builds alliances and collaborates across boundaries to build strategic relationships. Builds public trust in government.
- *Business Acumen:* Ability to manage human, financial and information resources strategically.





APPLICATION PROCESS

Persons interested in this position must submit a cover letter and a current resume detailing size and scope of management experience. In order to be considered for the first round of interviews please submit your application materials no later than April 27th, 2018 by visiting www.karrasconsulting.net. If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336.

The maximum salary for this position is \$195,904. The starting salary may be less than the maximum.

The State of Washington is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

RECRUITMENT AND SELECTION PROCESS

Applications submitted by April 27th, 2018, will receive priority review. Confidential review of applications will begin immediately and will continue until an appointment is made. Interviews with the Governor's Office will take place in June 2018 with an appointment anticipated late in the month.

LIVE AND WORK IN A GREAT STATE

Washington State offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high- energy urban center of Seattle, one of the nation's top-ranked cities, to the more relaxed pace of our rural communities, Washington's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.

The position is located in Olympia, the capital city of Washington State. Olympia is a vibrant city with a small- town feel conveniently situated between Seattle and Portland, Oregon. Mount Rainier and the rugged Cascade Mountains provide majestic scenery to the east while Washington's Pacific Coast is just an hour's drive to the west. Olympia enjoys the benefits of an engaged and educated community and a well-supported school system, augmented by two universities and a community college.

