



GALLATIN COUNTY, MONTANA
DIRECTOR OF TECHNOLOGY AND INNOVATION

Montana's fastest-growing county seeks a strong, proven leader to use innovation and imagination to improve county services and quality of life through technology that fosters good government and stronger connections to the people we serve. Gallatin County is home to a thriving high-tech center, Yellowstone National Park, Montana State University, world-class skiing, and blue-ribbon trout streams. Gallatin County's 104,000 residents also enjoy local art galleries, historic attractions, farmers markets, museums, performing arts centers, and an international airport with non-stop flights to several destinations on the East and West Coasts as well as the mid-west and Texas. We boast a high rate of home ownership, a highly-rated public school system, and low crime and unemployment rates. 56 percent of Bozeman residents have bachelor's, graduate or professional degrees compared to 30 percent nationally. With unbeatable weather, notable amenities, and a high quality of life, it is no surprise that Gallatin County is frequently recognized as an ideal place to live. It has been named to more "Top 10 Best..." lists nationally than will fit in this advertisement.

The Government

Gallatin County has a Commission form of government, which operates under general powers granted by the state constitution and statutes. Three Commissioners and seven row officers are elected on a partisan, at-large basis to perform executive, legislative, and quasi-judicial functions. The Director of Technology and Innovation reports directly to a County Administrator, who is appointed by the Commission to provide operational support and enhance effectiveness.

The Department

The Department of Technology and Innovation is supported by 9 FTE and a budget of \$2 million, with operations and equipment replacement funded from the General Fund, an Internal Service Fund and a capital account. The Department's responsibilities include the management responsibility for deployment of all communication systems (email, phone, etc), data recovery methods, data storage, workflow processes, cyber security, application support, print solutions, technology equipment, audio/visual systems, and the County's fiber network, and provision of critical business systems to both employees and the public through its major service delivery areas: Customer Support and Infrastructure Services. The Department needs a Strategic Plan and the new Director will have the rare opportunity to lead the creation of one during the early stages of his/her tenure.

The Department consistently manages a significant portfolio of projects and is responsible for the procurement, installation, implementation, training and support associated with Gallatin County's hardware, systems, and software. Special projects slated for the upcoming fiscal year include: assisting in the migration of ERP platforms; network infrastructure upgrade; replacement of host servers; Office 365 and Windows 10 upgrades; analysis and possible implementation of virtual desktop infrastructure (VDI) and desktop assessment and replacement (approx. 500 units); and the redesign of the County's Internet and Intranet websites. In addition, public safety projects planned for the same



Montana State University

period involve replacement of the County's Computer Aided Dispatch/Records management system and procurement and installation of updated mobile data computers, in-car video systems, body-worn cameras, and digital evidence management system.

The Position

The Director of Innovation and Technology position is an excellent opportunity for a talented professional to make a difference in an organization constantly seeking ways to best provide services to a fast-growing community. The position plays a key role within Gallatin County integrating several functions to perform the successful deployment of information technology solutions to deliver services. An extensive level of collaboration with other department heads, elected officials, vendors, and community stakeholders is required. The successful candidate will have a proven record in leadership, project and people management, problem solving with technology solutions, customer service, and organizational skills.

The ideal candidate will

- be an inspiring and versatile leader
- be a high-level problem solver and forward thinking strategist
- have a collaborative and participatory leadership style, with outstanding communications and interpersonal skills
- be known for enforcing high standards and creating and maintaining an energized and responsive culture
- be an engaged coach and mentor, the individual selected will also possess the proven ability to recruit and retain outstanding talent
- implement transformational technology-based solutions that advance local government service delivery and operations
- be able to successfully navigate an ever-changing policy and regulatory environment
- approach the County's technological future holistically in order to ensure optimum allocation of resources that support the vision of the County Commission

- be relied upon to be a champion for the organization and community's technology-related needs
- model an extraordinary customer orientation along with the ability to easily relate to layperson audiences of all sizes
- convey broad knowledge of current and emerging technologies that address the business needs of the organization in order to anticipate needs and proactively offer solutions and alternatives
- have the proven ability to adeptly manage multiple priorities will be critical to success

Qualifications

- BA/BS degree in related field or an equivalent combination of education and experience. Master's Degree preferred
- Eight plus (8+) years of applicable work experience with 5 or more years of IT management-level experience
- Public sector experience is highly desirable; however, transferrable private sector experience will be considered. Previous experience with public safety operations that includes major law enforcement projects is strongly preferred

The Process

The first review will take place August 18, 2017 (open until filled). To apply email cover letter, resume and a list of six professional references to Cynde Hertzog at Cynde.Hertzog@gallatin.mt.gov. References will not be checked until near the end of the process in order to maintain confidentiality.

Salary is negotiable and DOE. Gallatin County also offers an excellent benefits package including an Optional Health Benefits Plan where premiums for employees are 100% covered by Gallatin County and spouses and families can be added at extremely reasonable rates. Our program also offers dental and vision. Employees receive ten (10) paid holidays per year as well as 12 days of sick time and 3 weeks of vacation time. Gallatin County employees participate in a mandatory retirement plan through the Montana Public Employee Retirement System (PERS). We also offer an optional Deferred Compensation Plan and Flex Spending Accounts.



Flyfishing the Gallatin River



Downtown Bozeman



Wintertime in Gallatin County