



Jefferson County
Commission in Alabama is
currently seeking an
experienced professional to
serve as the

DEPUTY CHIEF INFORMATION OFFICER – IT GOVERNANCE



www.jccal.org

www.Jobsquest.org

ABOUT JEFFERSON COUNTY & GREATER BIRMINGHAM

A Vibrant Place to Celebrate & Call Home

Jefferson County, located in Central Alabama, is a beautiful region nestled in the rolling foothills of the Appalachian Mountains. With a population of 659,300, it is the most populous county in the state. Its county seat, Birmingham, is a wonderfully diverse city with a metropolitan area that features something for everyone. It is young, traditional, vibrant, friendly, cultured, and complex!

Exceptional Opportunities for Everyone

Jefferson County recently celebrated its 200-year birthday in 2019 and is proud to serve a vibrant and diverse community rich in history, culture and natural beauty. Jefferson County is home to nationally recognized dining, world-class attractions, parks, events, and other activities to see and do. The Washington Post named Birmingham as one of the best vacation destinations to visit. Additionally, Zagat recently ranked Birmingham number one on the list of America's Next Hot Food Cities. You can enjoy asparagus salad with roasted pecan dressing at an elegant restaurant for lunch and look forward to dinner at a "meat-and-three" serving country-fried steak, collard greens, butter beans and cornbread.

Jefferson County's residents can walk the trails of Ruffner Mountain, the second largest urban nature preserve in the country, frequent the new Uptown entertainment district, sample wine made from local fruit along the local Wine Trail, visit the Civil Rights District, tour the Barber Vintage Motorsports Museum, and enjoy Avondale and Lakeview, two of the newest revitalized, up and coming places to experience. Residents can also enjoy a baseball game at Regions Field and watch the Birmingham Barons run around the bases right in the heart of downtown Birmingham.

The Jefferson County and Birmingham region continues to grow more sophisticated and exude contemporary amenities and hospitality. It is one of the 60 largest metropolitan areas in the country and is a wonderful place to live, work, do business, and play! In fact, in 2022, the city will host the World Games and welcome in thousands of athletes from around the world.

The Heart of Diversity in the Nation

It is diversity that many believe to be Jefferson County's greatest strength and strongest appeal. With Birmingham's role in the Civil Rights movement in the 1960's, this region has blossomed into an area that embraces, values, and celebrates diversity. Residents have an appreciation for progress and cultures, all being a unique part of the charm and character that makes this such a lively and special community. The region's low cost of living, coupled with a high quality of life have created a great place to work, play, and raise a family!



Economic Prosperity, World Class Universities, Research and Healthcare Options

There's an excitement about Jefferson County. This thriving metropolitan region encourages the innovative spirit of progress and expansion, driving the region's economic growth. Home to an economic development program, Innovation Depot supports and cultivates 92 early-stage technology companies, strengthening the local economy. Community partnerships align efforts to foster job creation and bolster the region's competitiveness as a desirable location with a high quality of life. Vibrant banking and education institutions are driving forces in the metro economy. Jefferson County is home to one of the largest banking centers in the southeast, and the University of Alabama at Birmingham ranks in the top 15% of all universities worldwide.

County Services

Jefferson County provides vital services to the residents of the county through over 2,500 employees in 26 departments including Finance, Revenue, Roads and Transportation, Information Technology Services, Human Resources, Development Services, Environmental Services, Tax Assessor, Tax Collector, Board of Equalization, plus more. Our diverse group of employees utilizes their knowledge, skills and abilities by working together to provide quality and effective public services to our residents to ensure needs are met. Jefferson County contributes to and strengthens the quality of life of its residents for more economic prosperity!



Information Technology Services

The Jefferson County Information Technology Services Department is responsible in providing with Technology Governance, Enterprise GIS, Application Development & Support, Technical Infrastructure Operations, Network and Communication Services to County Departments and Elected Officials and to make services provided to the public more secure and accessible. The department provides countywide technology strategic vision, leadership and value-added services which facilitate cost effective information collection, processing, and dissemination.

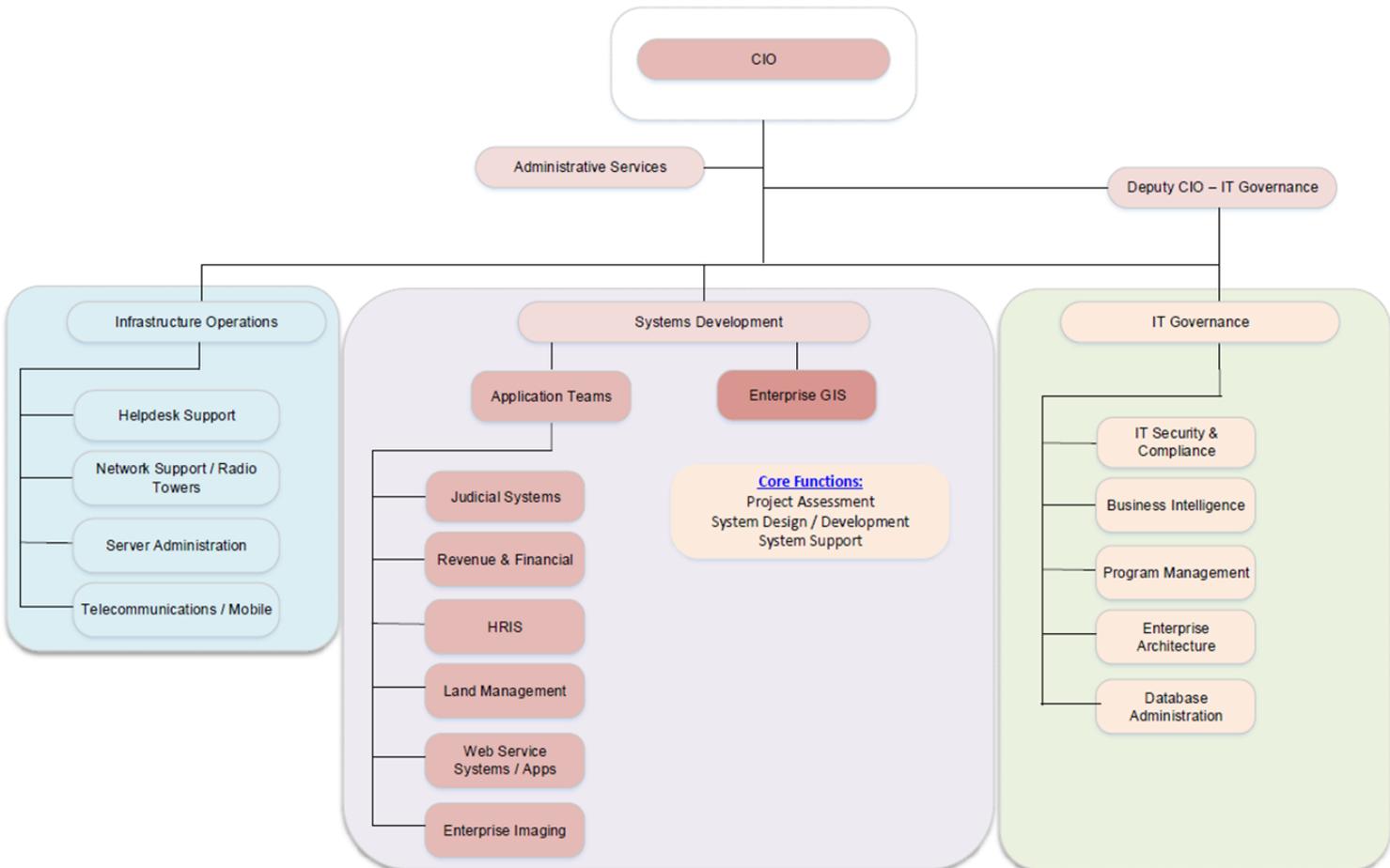
ITS - Mission:

To support the County in providing value-added services that meet the strategic initiatives and goals by using secure, reliable and proven technologies in a most cost effective and efficient manner while delivering excellence in customer service.

ITS - Vision:

The Department of Information Technology Services will be recognized as a high-performance team providing technology excellence that is in alignment with Jefferson County Commission mission and goals.

Information Technology Services (ITS) - Organizational Structure



Candidate Profile

This position provides leadership, guidance and coordination across the efforts of several teams in executing IT Governance processes. The role oversees Enterprise Architecture, Business Intelligence, Project Portfolio Management, IT Security, Database Administration, Compliance and Audit Governance activities. The role also plays a key part in developing the IT Strategy and providing input for IT planning and preparing reports for various Steering and Board Committees, and monitoring compliance with IT regulations and strategic objectives.

This role will ensure the development of governance elements such as:

- Accountability for implementing, facilitating, and improving governance mechanisms over IT Policy, IT Security, IT Risk and IT Compliance matters.
- IT process, risk and control frameworks, such as COBIT, ISO 27001, NIST, ITIL, etc.
- General IT and Enterprise Architecture tools, reference frameworks, templates, standards and policies.
- Collaboration with internal and external resources to develop strategies that meet department goals within budget and established timelines and working with all facets of IT operations.
- Program & Project Management (including change & knowledge management) methodologies, tools, templates, standards, and policies.
- Business Technology alignment and IT Performance benchmarking.

The Deputy CIO will bring with them expertise in running similar organizations in the past and be familiar with relevant IT standards and governance frameworks, including COBIT, ITIL, CMMI.

Overall Responsibilities

- Build and maintain a central IT control framework mapped to industry best practices and regulatory requirements that defines the key IT controls that are performed across the County.
- Conduct ongoing control assessments to validate compliance with policy, controls framework, and compliance with regulations and standards.
- Review technology action plans to ensure reported finding and associated risks are addressed.
- Provides strategic leadership and guidance at the executive level in critical areas of technology administration having organization wide impact.
- Oversee the establishment of IT 'Competence Center' that will serve as best practice authority on methodologies and procedures across Program/Project Management, Enterprise Architecture, Security and Compliance Governance.
- Accountable for implementing, facilitating, and improving governance mechanisms over IT Security, IT Risk and IT Compliance matters across all facets of the global enterprise.
- Oversees cross-institutional initiatives and executive level projects, fostering strategic partnerships in carrying out enterprise-wide IT services for the central IT organization.
- Serve as point of escalation, review and approval for key issues and decisions for all IT Governance domains.
- Assists the Chief Information Officer in leading overall information technology strategic planning to achieve business goals by prioritizing information technology initiatives and coordinating the evaluation, deployment, and management of current and future technology projects.
- Assists the Chief Information Officer in IT Governance oversight.
- Leads the development and implementation of best practices and standards in process, design, architecture and operations of all aspects of service-oriented information technology delivery.
- Directs programs to monitor, evaluate and improve customer service delivery.
- Prepares monthly global dashboard (comprehensive IT reports including KPIs, KRIs, SLAs, project portfolio etc.) with drill down milestones.

The Ideal Candidate



Shall have

- A bachelor's degree in computer science, management information systems, information technology, business administration, public administration, or related field.

Specific Experience

- Held role directing and managing IT Governance.
- Experience with IT process, risk and control frameworks, such as COBIT, ISO 27001, NIST, ITIL, Risk IT, etc.
- Experience conducting ongoing control assessments to validate compliance with policy, controls framework, and compliance with regulations and standards.
- Experience with IT Program/Project Management.
- Held role with progressive experience applying technology to address the enterprise wide needs of an organization.
- Held role with progressive experience implementing information technology related policies, processes, best practices and governance structures (e.g., TOGAF, COBIT, and ITIL).
- Experience working with, or knowledge of information security and audit compliance.

Experience managing a work unit

- Managed a work team or unit (~5 or more people).
- Experience as a manager (i.e., supervisory experience).
- Responsible for setting goals and making key decisions at a team or unit level.
- Worked with a budget for a team or work unit.
- Responsible for evaluating the performance of a team or unit.

Experience implementing and monitoring work unit strategy

- Responsible for a concrete substantial change effort.
- Developed and implemented a strategic initiative.
- Responsible for managing and delivering results on several high-level projects at the team or unit level (i.e., more than individual level objectives).

Experience interacting with key internal and external stakeholders

- Experience working in a high stress environment involving multiple constituents.
- Responsible for a function that delivers services to internal and external customers.
- Held roles involving forging positive interpersonal working relationships.
- Responsible for the development and growth of multiple others (e.g., coaching activities, formal mentoring).
- Responsible for delivering complex communications to multiple parties (verbal and/or written).

Experience working in environments that require adherence to high professional and ethical standards

- Exposure to essential work tasks and/or processes in non-profit or government, or in a private organization that has constraints resembling those in the public sector.

Deputy Chief Information Officer - IT Governance

JEFFERSON COUNTY COMMISSION

Preferred Experience

Specific Degree and Certification Preference and Experience

- Possesses an advanced degree (e.g., master's) in computer science, management information systems, information technology, or related field.
- Possesses a certification that shows expertise in the areas of IT audit and control, compliance, risk, governance, and cybersecurity (e.g., CISA, CRISC, CGEIT, ITIL, CISSP, GSNA or similar certification from a credentialing body).

Specific Experience

- Experience building and maintaining a central IT control framework mapped to industry best practices and regulatory requirements that defines the key IT controls.
- Experience working with, or knowledge of, project and portfolio management principles.
- Experience working with, or knowledge of, enterprise-wide IT governance initiatives.
- Experience working with, or knowledge of, cloud-based solutions.
- Experience working with, or knowledge of, information technology disaster recovery and business continuity planning.
- Held role with progressive exposure to vendor and contract management.
- Demonstrates a track record of staying abreast of current trends and developments in the field of information technology.

Experience managing a work unit

- Engaged in concrete personal development activities (e.g., formal programs, taking on stretch assignments, integrating a development plan into daily activities).
- Held roles in which they have delegated important responsibilities to others.
- Served in an executive level position in which they have managed and led departmental level initiatives.

Experience implementing and monitoring work unit strategy

- Responsible for guiding the implementation of an innovative solution (e.g., organizational process, product).
- Responsible for guiding the implementation of an information technology solution intended to drive change within an organization.
- Skill in organizing resources and establishing priorities.
- Experience interacting with key internal and external stakeholders.
- Held roles in which they were responsible for resolving conflicts and driving consensus.
- Responsible for completing a negotiation at work.
- Demonstrated strong interpersonal and communication skills, along with the ability to work effectively with a wide range of constituents in a diverse community.
- Experience working in environments that require adherence to high professional and ethical standards
- Demonstrates a track record of ethical, professional behavior.
- Demonstrates a track record of understanding and respecting the practices, customs, and values of people from different backgrounds, perspectives, and cultures.

Excellent & Highly Competitive Benefits

- Comprehensive medical benefits with low copays, low deductibles, and high levels of coverage after 30 days of employment
- Dental and Vision insurance plans after 30 days of employment for self and eligible dependents
- Term Life Insurance and Voluntary Accidental Death & Dismemberment Insurance for self and eligible dependents
- Optional Healthcare and Dependent Care Flexible Spending Accounts (FSAs)
- Disability benefit options such as Short-Term Disability and Long-Term Disability
- Supplemental insurance options such as Group Accident, Group Critical Illness, and Group Hospital Indemnity
- General Retirement System (Pension) enrollment
- Paid vacation, paid sick leave and paid holidays
- Deferred Compensation

Compensation

The anticipated hiring range upon starting this position will be \$100,000.00 – \$160,000.00 dependent upon qualifications and experience.

Application & Selection Process

Qualified applicants should submit applications and resumes online by visiting www.jobsquest.org.

It is requested that applicants submit applications by September 13, 2020. All applications need to be submitted by 11:59 pm cst of the posted close date. Applications will be screened against criteria provided. The Jefferson County Human Resources Department has tentatively scheduled a full-day Assessment Center on October 20, 2020 for those named as finalists.

For more information, contact:

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Adrienne Wormley-Davis | Talent Sourcing Specialist
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Jefferson County Commission's Mission Statement: Provide exceptional, everyday service through character and competence.

Jefferson County Commission's Vision Statement:

To be a model local Government that anticipates and meets the evolving needs of the diverse community with energy, character, dedication, and accountability.