



# DIRECTOR OF INFORMATION TECHNOLOGY

City of DeSoto, TX





A background image of a playground with blue and yellow equipment under a blue canopy. The equipment includes a yellow structure with circular openings and blue slides. The ground is covered in blue safety matting.

## About DeSoto

Located just minutes from downtown Dallas, DeSoto offers an exceptional quality of life with lower housing costs than many surrounding cities, providing residents with more value and comfort without sacrificing convenience. Home to approximately 56,000 residents, the city's strong public schools equip students with the skills they need to thrive in a rapidly changing world, while a variety of reliable childcare options help families balance work and home life with confidence.

DeSoto is home to a broad network of healthcare providers, offering accessible, high-quality medical care that supports a healthy and active community. Whether you're raising a family or enjoying a new chapter in life, you'll find essential services and support systems close to home.

From scenic parks and bike trails to a full calendar of recreational programs, DeSoto makes it easy to stay active and connected. Add easy access to shopping, dining, and entertainment, and you'll see why so many people are choosing to live their best life in DeSoto.

## City Government

The City of DeSoto functions under a Council-Manager system. The City Council, made up of a Mayor and six Councilmembers, serves as the city's legislative body, and are responsible for setting policy, passing ordinances, and representing residents. All members, including the Mayor, are elected at large city-wide for three-year terms, with a maximum of two consecutive terms. Councilmembers must live in the district they represent, while the Mayor represents the entire city and has no district residency requirement.

The Council appoints a professional City Manager to oversee daily operations, manage staff, and ensure that Council policies are effectively implemented. This governance model fosters collaboration, accountability, and strategic leadership for the evolving needs of DeSoto's community.





## The Position

The Director of Information Technology serves as a strategic leader responsible for planning, directing, and managing all operations and activities of the City's IT Department. Reporting directly to the Deputy City Manager, the Director of IT oversees departmental staffing, budgeting, and technology initiatives to ensure the City's infrastructure and systems support organizational efficiency, innovation, and compliance. The Director of IT provides high-level consultation to city management and elected officials, leads citywide technology planning, and ensures operational excellence through internal controls, forward-thinking project management, and strategic implementation of modern IT solutions.

The Director also represents the department as a spokesperson in both internal and external capacities, working collaboratively across all departments to align technology resources with service delivery goals.

## Education & Experience

Qualified candidates will have a Bachelor's Degree from an accredited college with major coursework in Computer Science, Computer Information Systems, Management Information Systems, or a related field, and a minimum of five (5) years of increasingly responsible professional experience in technology. A Master's degree is preferred; an equivalent combination of training, education, and/or experience will be considered.

## The Ideal Candidate

The ideal candidate should be a forward-thinking and experienced IT leader who combines strong technical know-how with a strategic mindset. This person should be well-versed in information systems, cybersecurity, project management, and emerging technologies that can help a city run smarter and more efficiently. The ideal candidate should be comfortable managing budgets, developing staff, updating legacy systems, and leading large-scale IT upgrades. Experience aligning tech strategy with service delivery, and a passion for digital equity, will be beneficial. The ideal candidate should be a strong communicator and relationship builder, confident in public settings and politically aware when working with city leadership, departments, and community partners. A natural mentor and coach, the ideal candidate should know how to build high-performing teams and handle complex challenges with professionalism and a solutions-focused approach.







## Essential Job Functions

- Plans and directs department activities by establishing priorities and programs; coordinating project meetings; analyzing and recommending staff and resource levels; and monitoring department operations, staffing, and productivity levels
- Manages all staffing functions by developing and recommending staffing levels; directing and participating in recruiting activities; initiating, monitoring, and evaluating performance; coaching and counseling; establishing and reviewing training activities; and initiating disciplinary proceedings
- Directs departmental financial processes by developing and recommending budget and program costs; responding to financial inquiries; interpreting directives; and ensuring compliance with federal, state, and local laws
- Ensures operation efficiency by configuring and managing resources; participating in strategic planning, technology planning, and results coordination; reviewing and managing responses; and researching and recommending new processes and technologies according to current trends in information technology
- Assesses existing software, systems, and technology tools to ensure compliance with local, state, and federal regulations, while strategically implementing modern solutions to support the evolving needs of all city departments
- Approves, prioritizes, and controls projects and the project portfolio as they relate to the selection, acquisition, development, and installation of major information systems
- Ensures information technology system operation adheres to applicable practices, policies, ordinances, laws and regulations and establish lines of control for current and proposes information systems

# Salary

The City of DeSoto is offering a competitive salary range of \$150,000 –\$184,000, commensurate with experience and qualifications. In addition to base salary, the City provides a robust benefits package that includes flexible work options, including a 9/80 or 10/4 schedule, or remote work one day per week, monthly auto allowance, an annual \$5,000 contribution to a 457 deferred compensation plan, and participation in TMRS with a 2:1 City match.

# How to Apply

Interested applicants should forward a cover letter and resume to:

[resumes@affionpublic.com](mailto:resumes@affionpublic.com)

Reference: DESOTOIT

Affion Public  
PO Box 794  
Hershey, PA 17033  
717- 214-4922  
[www.affionpublic.com](http://www.affionpublic.com)



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