



**CHIEF
INFORMATION OFFICER
CITY OF FRISCO, TX**

APRIL 2023





About Frisco, Texas

As the fastest growing community over the past two decades (U.S. Census Bureau) and listed among the Best Places to Live in America (Money Magazine, 2021-22 and 2018), Frisco defines Progress in Motion, our city tagline. Spanning about 70 square miles, Frisco is 28 miles north of Dallas, in Collin and Denton counties. More than 225,000 people call Frisco home.

We anticipate our population will grow to around 325,000. Our ethnic diversity is growing, too. About 26 percent of our population is Asian, about 13 percent are Hispanic, and 8 percent are Black. Our median age is 37. About 22 percent are school-age, while about 9 percent are over 65.

We're a family friendly place where nearly 42 percent of our residents are married with children. Our median household income is more than \$130,000. Four school districts serve Frisco; however, the Frisco Independent School District (FISD) is our primary district, serving the greatest number of students. FISD is one of the fastest-growing school districts in the nation. It's noted for smaller schools, high student achievement and has been named among '100 Best Communities for Young People'. About 96 percent of high school students graduate. Plus, more than 65 percent of our residents hold a bachelor's degree or higher level of education.

Ranked a Tier One research university, the University of North Texas (UNT), opened its branch campus in January 2023. Frisco is also home to a Collin College campus, which has five university partners including Texas A&M Commerce, Texas Tech and University of Texas-Dallas.

City Government

Frisco voters adopted the city's Home Rule Charter in 1987. In 2002, voters approved 19 propositions and a revision. Since then, Charter revisions passed in 2010 and 2019. Under Home Rule, Frisco has more flexibility to adopt its own rules aside from state legislation.

Our Council-Manager form of government consists of a Mayor, six City Council members elected at-large and a City Manager. Council members' duties include enacting local legislation, adopting budgets, determining policies and appointing the City Manager, Municipal Judge and City Attorney.

While our City Manager takes care of day-to-day operations, the Mayor and City Council focus on vision for the future. The Mayor facilitates City Council meetings; however, the Mayor does not vote except to break a tie. By Charter, the Mayor is also the official spokesperson for the City Council.



Frisco IT Department

The City of Frisco Information Technology Department provides technology services and information systems that deliver business value to all departments in the city. As the demand for technology evolves, the IT Department provides services to align IT investments with Citywide goals. The CIO acts as chair of a mature IT Steering Committee process that includes all City Management and Directors. All departmental requests for technology initiatives flow through this process with direct management by the IT Department's Project Management Office.

Around the state, the City of Frisco Information Technology Department has a reputation as a leader in areas such as infrastructure and storage deployment, cyber-security, project processes, Geographic Information Systems (GIS) and our award winning SAFER (Situational Awareness for Emergency Response) program. We are building on these strengths with new programs such as enterprise data management and visualization.

Technology services in Frisco are powered by robust infrastructure and operations including an expansive municipal area network, a hyperconverged compute and storage environment, and enterprise productivity and collaboration platforms that enable hybrid work.

Important to our efforts is a continued commitment to exceptional customer service. Our mantra for many years has been about credibility, recognizing that every employee interaction with IT is an opportunity to build upon the credibility and trust of the department.



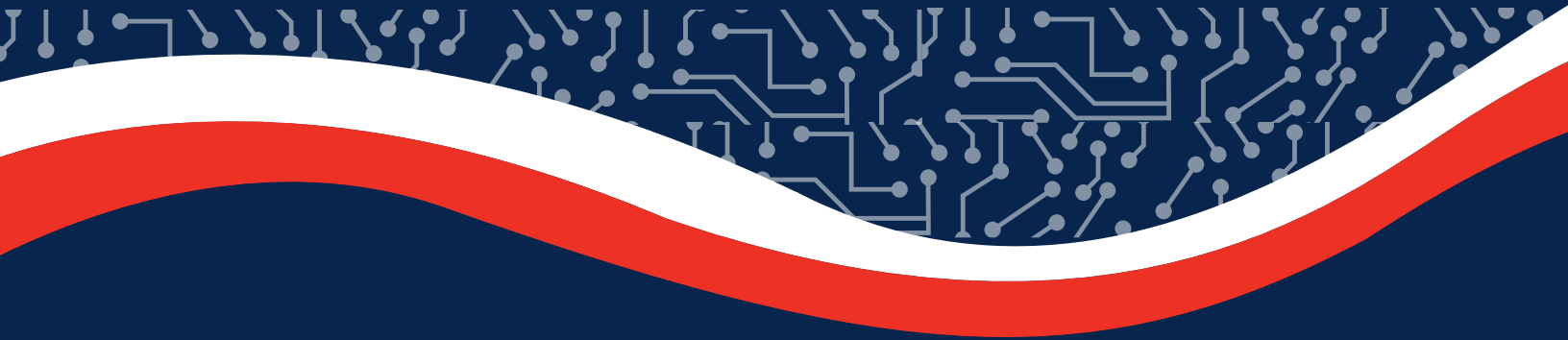


Innovation

In 2008, Frisco designed Situational Awareness for Emergency Response or S.A.F.E.R – the first of its kind in the U.S. The international award-winning program provides first responders real-time data and video when responding to emergencies, specifically calls to school campuses.

Frisco's first responders can view school floor plans, campus photos – taken inside and out – and aerial maps, plus lists of on-site hazardous chemicals, contact information for school administrators and 'live' video of hallways and common areas.

This innovative tool is available to firefighters and police officers with a touch of a screen or select of a "mouse" from inside their squad cars, fire trucks and ambulances. It allows first responders to begin planning how to handle the emergency even before they arrive at the school.





Essential Functions and Responsibilities

- Provides leadership to the City Council, City Management and Department Directors regarding alignment of technology with City initiatives, policy and strategic objectives.
- Provides leadership and internal consulting to City Management including the identification of efficiency improvements, and the adaptation and implementation of new, creative, data-driven solutions to traditional problems.
- Oversees all aspects of the City of Frisco technology environment which includes strategy, applications, infrastructure, support, and execution of technology projects required to maintain the City's enterprise-wide information services and each department's technology solutions and future needs.
- Directs development, maintenance and execution of enterprise-wide IT disaster recovery and business continuity plans.
- Negotiates and reviews complex proposals and contracts for purchase of IT products and services. Develops and maintains partnership and Interlocal agreements as needed.
- Builds confidence and trust in the IT Department, nourishing and fostering relationships with other City departments.
- Actively engages in ongoing CIO level education, researches current industry trends, new technologies, innovations, and related legislation.
- Provides credible and inspirational leadership to IT department managers and employees. Actively mentors IT managers and employees.
- Hires, promotes, disciplines, and terminates assigned City employees. Performs annual performance evaluations for assigned employees.
- Responsible for preparation, presentation, and oversight of annual operating and capital budgets for the IT Department.
- Communicates excellently both verbally and in writing to translate complex issues into understandable concepts for a variety of audiences.



Knowledge, Skills, and Abilities

- Extensive knowledge of information and telecommunications technology, current and emerging trends.
- Considerable knowledge of strategic planning, systems and project management. Ability to facilitate teams and to lead decision-making processes in a collaborative environment.
- Extensive group process and process improvement skills.
- Ability to read and comprehend technical manuals.
- Ability to manage complex budgets and to prepare and review complex financial analysis.
- Ability to develop and present business case and scenarios as needed.
- Ability to effectively manage and supervise personnel and interdepartmental technology committees and work programs.
- Ability to negotiate and assess complex proposals and contracts.
- Ability to communicate well and make effective public presentations.
- Ability to establish and maintain effective working relationships.
- Ability to provide leadership, counsel, motivation, and constructive performance reviews to staff, including the ability to successfully manage employees who work remotely or in a hybrid office/remote arrangement.
- Understanding of the City's political environment and sensitivities; ability to function effectively within that environment.
- Ability to work some evenings and weekends and to attend meetings and conferences.

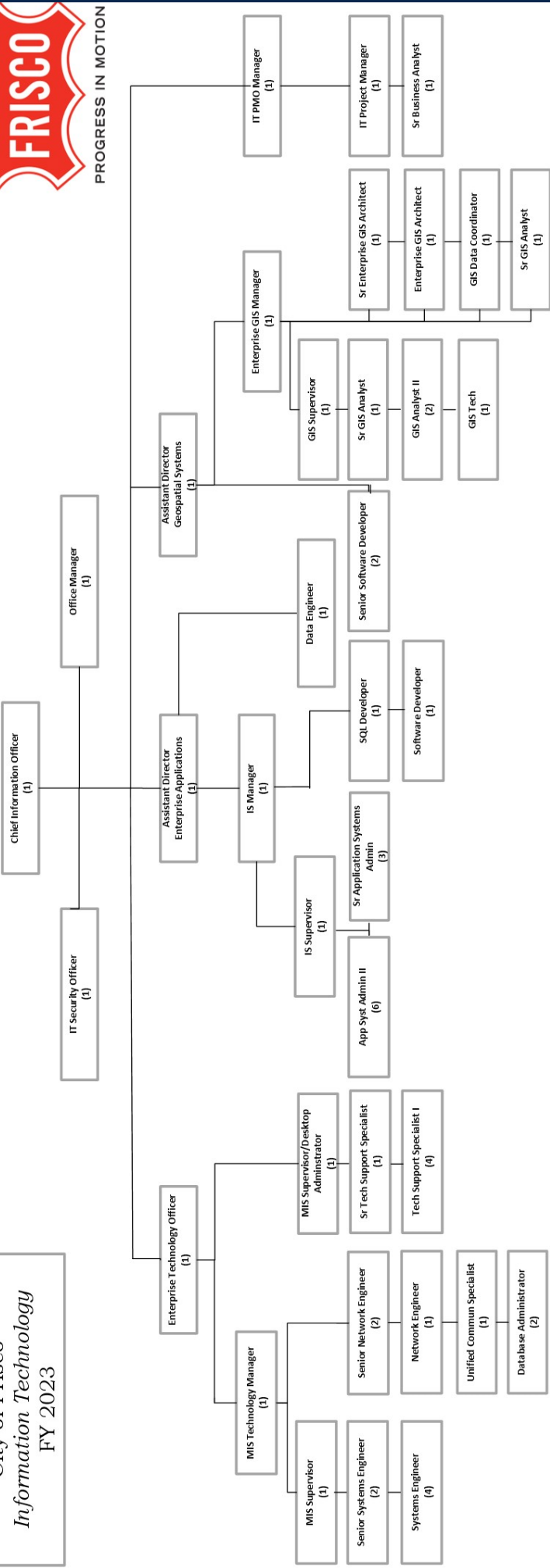
Ideal Candidate

The ideal candidate will be a proactive, solutions-oriented leader with experience in strategic planning and organizational development. This individual will have the ability to align information technology with the business objectives of the City and its operating departments, and develop, implement and monitor long-range plans, goals and objectives in relation to the City's goals. Experience working in a high growth city will be beneficial.

The ideal candidate will have the ability to partner and build effective working relationships with City Management, City Council, department heads, and vendors. The ideal candidate will be an innovative leader who inspires the staff to achieve excellence and encourages professional development. Effective communication along with strong collaboration and team building skills will be necessary for this individual to be successful; advanced written and oral communication skills are imperative.



City of Frisco
 Information Technology
 FY 2023



Education, Experience, and Certifications/Licenses



- Bachelor's degree in Information Systems, Computer Science, Public Administration, Business Administration, or closely related field; Master's degree and related IT certifications preferred. Ten (10) years of progressively responsible related experience in information technology, systems, strategic planning, and project management, including five (5) years of management experience with two (2) years managing supervisors and/or multiple divisions or any equivalent combination of education, experience and training that provides the required knowledge, skills, and abilities.
- Requires experience in managing large and complex budgets in a sophisticated and collaborative business environment.
- Must pass a pre-employment drug screen, criminal background check and MVR check. Must possess a valid State of Texas Driver's License.



How to Apply and Salary

The City of Frisco is an Equal Employment Opportunity Employer.



Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com
Reference: FriscoCIO
Affion Public PO Box 794 Hershey, PA 17033
888.321.4922
www.affionpublic.com

Salary

The City of Frisco is offering a competitive salary commensurate with experience and a comprehensive benefits package. Relocation assistance will also be available for the successful out-of-area candidate.

