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C A R E E R O P P O R T U N I T Y

INFORMATION SYSTEMS DIRECTOR

COUNTY OF SONOMA | SANTA ROSA, CALIFORNIA

ANNUAL SALARY \$225,617-\$274,268 DOE/DOQ

THE COUNTY OF SONOMA, CALIFORNIA, IS SEEKING a visionary and innovative **Information Systems Director** to lead and advance its Information Systems Department. Reporting to the County Executive, this role provides strategic leadership for countywide technology services, guiding policy, governance, and long-term planning across a large, complex organization. The Director oversees a strong leadership team of five, including an Assistant Director and four division directors, and administers a \$62.9 million departmental budget. In this capacity, the Director plays a critical role in strengthening IT governance, advancing enterprise-wide alignment, and leading ongoing efforts to consolidate systems and services to improve efficiency and reduce duplication, while delivering innovative, customer-focused technology solutions that support County operations and community services. This is a unique opportunity to build on a strong foundation and lead the County's continued evolution toward more integrated, efficient, and responsive technology systems. The ideal candidate brings strong technical expertise along with the ability to build consensus across departments and serve as a trusted, collaborative partner. **Guide the next evolution of technology in a forward-thinking County; apply today!**





THE COMMUNITY

NESTLED IN NORTHERN CALIFORNIA WINE COUNTRY, SONOMA COUNTY is the largest county in the North Bay region of the San Francisco Bay Area, spanning 1,575 square miles and located just 30 miles north of San Francisco. Bordered by the Pacific Ocean, Marin County, and Napa Valley, it is renowned for its world-class wines, sustainable agriculture, and the scenic Russian River, a hub for outdoor activities like kayaking and fishing. Home to approximately 485,000 residents, including a significant population in Santa Rosa and other charming cities and towns like Petaluma, Healdsburg, Sonoma, and Guerneville, the county blends small-town charm with modern amenities. Its vibrant communities feature historic downtowns, boutique shopping, and gourmet dining, alongside festivals and cultural events that highlight local traditions. Sonoma County's diverse economy includes agriculture and viticulture, technology, healthcare, tourism, manufacturing, and professional services. In 2025, 31% of residents identified as Hispanic or Latino, and 41.8% identified as Black, Indigenous, and People of Color. To learn more about Sonoma County, please visit: [Sonoma County](#) | [Connections](#) | [Census](#)

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LINKS



THE ORGANIZATION

THE COUNTY OF SONOMA is a general law county, governed by a five-member Board of Supervisors. The Board is fully committed to a mission and vision that values high quality services to support and enrich the community, strong leadership, engages citizen participation, and provides transparency and accuracy in information and an efficient and fiscally sustainable government. The County operates on a strong CEO model, and the County Executive leads a team of dedicated department heads who work collaboratively to address and strategically prepare for County initiatives and challenges. The County has 29 departments, agencies, offices, and special districts and employs over 4,400 regular personnel with an annual budget of approximately \$2.7 billion for FY 2025–2026.

LEARN MORE ABOUT THE COUNTY

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BUTTON



THE DEPARTMENT

THE INFORMATION SYSTEMS DEPARTMENT (ISD) enhances the County's ability to deliver high-quality public service by providing fiscally responsible, innovative technology solutions that support departments and the community. As the County's primary IT service provider, ISD leads and coordinates technology efforts across departments, agencies, and special districts through a hybrid centralized/decentralized model. With a FY 2025–2026 budget of \$62.9 million and approximately 120 full-time staff, the Department plays a critical role in maintaining secure, reliable, and modern technology systems that enable efficient operations, data-driven decision-making, and improved service delivery. ISD partners closely with departments to support both enterprise-wide systems and specialized business needs, while advancing initiatives that enhance collaboration, cybersecurity, and long-term sustainability.

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ISD provides services for the following areas:

Enterprise Development

Services: Application development, GIS, and data systems

Technical Services:

Infrastructure, networks, and end-user support

Innovation Services & Special Projects:

Emerging technologies and strategic initiatives

Infrastructure and

Desktop Replacement:

Technology lifecycle management

Executive Management

& Administration:

Budgeting, procurement, cybersecurity, and compliance

ISD is nationally recognized for excellence, consistently ranking among the top counties in the NACo Digital Counties Survey for its use of technology to streamline services, foster innovation, strengthen cybersecurity, and promote environmentally responsible practices.

THE JOB

THE INFORMATION SYSTEMS DIRECTOR SERVES AS THE COUNTY'S chief information leader, responsible for planning, organizing, and directing all activities of the Information Systems Department. Reporting to the County Executive, this role provides strategic leadership for how the County delivers technology services, aligning IT initiatives with organizational priorities and advancing a customer-focused, enterprise-wide vision.

The Director leads a large and complex organization with a focus on strategy, long-term planning, and continuous improvement, while guiding a capable leadership team of one Assistant Director and four division directors in the oversight of day-to-day technical operations. This role works closely with department leaders and County leadership to understand business needs, identify opportunities for improvement, and deliver responsive, high-quality solutions across the organization.

Key Responsibilities Include:

- Providing strategic leadership for countywide IT services, shaping service delivery, innovation, and long-term direction
- Advising the County Executive and Board of Supervisors on technology policy, priorities, and resource allocation
- Developing and implementing IT governance, including policies, standards, and workflows
- Advancing a balanced federated model by identifying opportunities for consolidation while maintaining departmental agility
- Bringing departments together to implement shared solutions, reduce IT program duplication, and improve efficiency
- Partnering with departments to understand needs and deliver customer-focused technology solutions
- Administering the departmental budget, overseeing budget strategy, identifying funding opportunities, and evaluating funding streams
- Leading major initiatives, including system modernization, cloud strategy, and infrastructure investments
- Supporting enterprise systems such as SharePoint and standardizing core service providers
- Promoting enterprise-wide alignment to improve collaboration, reduce silos, and support the adoption of new systems
- Mentoring and developing leadership staff, fostering a culture of engagement and continuous improvement
- Representing the County locally and with regional and state partners, maintaining awareness of broader technology trends and initiatives



THE IDEAL CANDIDATE

THE IDEAL DIRECTOR IS A STRATEGIC AND INNOVATIVE LEADER with a broad understanding of information technology in a complex public-sector environment. They bring experience working in federated IT environments and implementing governance frameworks that reduce duplication and strengthen service delivery, along with the ability to drive alignment and improve efficiency across departments with an enterprise-wide perspective. This is a leader with strong executive presence who is relationship-driven, solutions-oriented, and customer service-focused, with the ability to work effectively across the organization and serve as a trusted thought partner to departments. Dynamic communication skills and the ability to translate complex technical concepts into accessible information for diverse audiences will be critical for success in this role. From a technical perspective, the ideal Director will bring a generalist's broad knowledge base, with the depth to oversee specialists in many technological disciplines and a strong project management mentality.

The successful candidate also brings strong business and financial acumen, including the ability to evaluate funding streams, ask insightful questions, and support process improvements, along with a solid foundation in project management and a big-picture perspective. Curious and pragmatic, they take a thoughtful, informed approach to decision-making and lead change with confidence. They are committed to mentoring and developing staff, supporting succession planning, and fostering a culture of engagement, equity, and continuous improvement, with the vision and drive to make a lasting organizational impact.



MINIMUM QUALIFICATIONS

Any combination of education, training, and experience that would provide the opportunity to acquire the knowledge and abilities listed.

Experience: Five (5) years of professional management experience providing information systems services to a multi-departmental organization.

Education: Academic course work in computer science, information systems management, business administration, and public administration, or a closely related field. An advanced degree and professional certification in the subject area, or a closely related field, are highly desirable.

UPCOMING PROJECTS & OPPORTUNITIES

ENTERPRISE SYSTEMS & SERVICE STANDARDIZATION. Advance efforts to standardize core technology platforms, including intranet services and enterprise tools, while identifying opportunities to consolidate systems and reduce duplication across departments. Establish strong IT governance across systems and departments, ensuring uniform policies and practices and high standards for performance and security.

JUSTICE SYSTEM MODERNIZATION & INTEGRATION. Lead the ongoing implementation of a new countywide criminal justice system to replace a 40-year-old legacy platform, including cloud migration, development of data exchange and administrative dashboards, and integration with case management systems across justice partners such as the Courts, Sheriff, District Attorney, and Public Defender.

FACILITIES & TECHNOLOGY INFRASTRUCTURE PLANNING. Partner on major capital projects, including new and upgraded County facilities, to ensure technology infrastructure is thoughtfully designed, implemented, and aligned with long-term operational needs.

PUBLIC RECORDS & TRANSPARENCY IMPROVEMENTS. Lead enterprise-wide efforts to modernize records management processes in response to increasing Public Records Act (PRA) requests, including establishing uniform standards, improving documentation, and enhancing tools and practices to increase efficiency, transparency, and compliance with evolving requirements.



SALARY & BENEFITS

Annual salary of **\$225,617–\$274,268 DOE/DOQ. PLUS** an attractive benefits package that includes:

Retirement: County Employees Retirement Law of 1937. Retirement is fully integrated with Social Security. New employees, as defined and eligible, will be PEPR plan members and receive a 2.5% at 67 formula, or for those individuals who meet certain criteria, including establishing reciprocity eligibility, will be Legacy plan members and receive 3% at 60. Individuals who do not qualify for pension reciprocity pursuant to Government code section 7522.02(c), shall receive 2.5% of base hourly rate for each pay period with hours in a paid status.

Incentive Retirement Savings Plan: A defined contribution 401(a) plan; a 3% County “foundation” contribution and voluntary IRS 457 plan Pre-Tax employee contribution up to IRS annual maximum, plus a 100% County match of employee contribution deposit into the 401(a) account (up to 1% of base salary).

Post-Retirement Medical: County contribution to a Health Reimbursement Agreement to help fund postretirement employee health insurance/benefits.

Health Benefits: A range of health plans with several options in which the premium benefits cover 100% of the employee’s cost; dental, vision, disability, life insurance, and more.

Paid Time Off: Competitive vacation accrual and additional management leave annually; 12 paid holidays, and an additional 8 floating holiday hours per year; generous sick leave accruals.

Relocation Reimbursement: May be authorized for the successful candidate. For out-of-area candidates, the expectation is for the Director to relocate to Sonoma County within a reasonable amount of time, if selected for the position.

Vehicle Allowance: \$215 per two-week pay period.

Cell Phone Stipend: Optional monthly stipend of \$50/month (if not assigned a County-issued phone).

Employee Assistance Program: County offered at no employee cost.

HOW TO APPLY

For first consideration, apply by **MAY 25** at:

SAVE THE DATES. Interviews are scheduled for **JULY 1** and **JULY 2**, with both rounds taking place in-person. Not everyone selected to interview on **JULY 1** will advance to interviews on **JULY 2**; however, selected candidates must be available for both dates.

W B C P J O B B O A R D



QUESTIONS? Please contact your recruiter, Lauren Gerson-Greene, with any inquiries:

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