



CITY OF SELMA, ALABAMA

EXECUTIVE LEADERSHIP OPPORTUNITY

Director of Information Technology & Innovation

Member of the Mayor's Executive Leadership Team

Part of the City of Selma Government Modernization Initiative

Department: Information Technology & Innovation

Executive Leadership: Serves as a member of the Mayor's Executive Leadership Team and reports directly to the Mayor.

FLSA Status: Exempt

Employment Status: Full-Time

Lead the Future of Selma

The City of Selma is seeking an innovative, collaborative, and forward-thinking executive to serve as its next **Director of Information Technology & Innovation**.

This is more than an information technology position. It is an opportunity to help transform how municipal government serves its citizens through technology, innovation, data, and digital services.

As a member of the Mayor's Executive Leadership Team, the Director will lead the City's technology strategy, oversee outsourced technology services, strengthen cybersecurity, modernize digital operations, and support organizational innovation across every department.

As part of the City's Government Modernization Initiative, Selma is investing in modern systems, improved transparency, and technology solutions that increase efficiency while providing better services to residents, businesses, and employees.

If you are passionate about innovation, leadership, and using technology to solve real-world challenges, we encourage you to apply.

Position Summary

The Director of Information Technology & Innovation serves as the City's chief technology executive and provides strategic leadership for the planning, implementation, oversight, and continuous improvement of the City's technology systems and digital initiatives.

As a member of the Mayor's Executive Leadership Team, the Director develops technology strategies that align with organizational goals, manages outsourced technology providers, oversees cybersecurity initiatives, supports enterprise software systems, and advances innovation throughout City government.

The Director serves as the City's primary technology advisor to the Mayor and Executive Leadership Team while ensuring that technology investments improve efficiency, accountability, transparency, and customer service.

Department Mission

To modernize City government through technology, innovation, cybersecurity, and digital solutions that improve operational efficiency, enhance transparency, strengthen security, and provide exceptional customer service.

Department Overview

The Department of Information Technology & Innovation supports every City department through strategic technology leadership, enterprise systems management, cybersecurity, digital government initiatives, and technology planning.

Rather than functioning as a traditional help desk, the department focuses on technology governance, innovation, vendor management, enterprise software administration, cybersecurity, and long-term technology planning that supports the City's strategic goals.

Technical support services may be provided through contracted technology partners under the Director's leadership and oversight.

Organizational Responsibilities

The Director provides executive leadership for:

- Technology Strategy
- Enterprise Systems Administration
- Cybersecurity
- OpenGov Administration
- Website & Digital Services
- Geographic Information Systems (GIS)
- Technology Procurement

- IT Vendor Management
- Data Governance
- Innovation Initiatives
- Digital Government
- Technology Policy Development

Primary Responsibilities

Executive Leadership

- Provide strategic technology leadership for the City.
- Serve as the Mayor's principal advisor on technology and innovation.
- Collaborate with the Executive Leadership Team to support organizational priorities.
- Develop technology strategies aligned with the City's long-term vision.

Technology Strategy

- Develop and implement the City's technology roadmap.
- Evaluate emerging technologies.
- Recommend technology investments that improve efficiency and customer service.
- Support digital transformation initiatives across City government.

Enterprise Systems

- Oversee enterprise software applications, including OpenGov and other municipal technology platforms.
- Ensure systems are effectively implemented, maintained, and continuously improved.
- Promote data-driven decision making.

Cybersecurity

- Develop cybersecurity policies and best practices.
- Coordinate cybersecurity initiatives with contracted providers.
- Promote information security awareness.
- Protect City technology assets and sensitive information.

Vendor Management

- Manage outsourced technology service providers.
- Develop technology service agreements.
- Evaluate vendor performance.
- Ensure contracted services meet organizational expectations.

Innovation

- Identify opportunities to improve City services through technology.
- Support digital government initiatives.
- Promote innovation throughout City government.
- Improve citizen access to municipal services through technology.

Department Administration

- Prepare and administer the departmental budget.
- Develop technology policies.
- Coordinate technology planning across departments.
- Supervise assigned personnel and technology contracts.
- Recommend operational improvements.

Executive Leadership Profile

The successful candidate will demonstrate the ability to:

- Lead with integrity and professionalism.
- Think strategically and embrace innovation.
- Build collaborative partnerships.
- Communicate complex technology concepts clearly.
- Promote cybersecurity awareness.
- Foster continuous improvement.
- Manage public resources responsibly.
- Deliver technology solutions that improve City operations.
- Advance the City's mission of **“Rebuilding Selma Together”**.

Education, Experience & Leadership Profile

The City of Selma recognizes that exceptional leaders come from diverse educational, professional, military, nonprofit, and public service backgrounds.

Qualified applicants should possess a combination of education, technology leadership experience, project management expertise, and demonstrated organizational leadership sufficient to successfully perform the responsibilities of this position.

Examples of qualifying backgrounds include:

- A bachelor's degree in Information Technology, Computer Science, Management Information Systems, Business Administration, Public Administration, Cybersecurity, or a related field; **or**
- An equivalent combination of education, military service, professional certifications, and progressively responsible leadership experience.

Municipal government experience is preferred but not required.

Applicants with leadership experience in higher education, healthcare, utilities, banking, consulting, technology firms, manufacturing, military service, or other technology-intensive organizations are encouraged to apply.

Professional certifications such as CISSP, PMP, ITIL, Microsoft, AWS, Cisco, CompTIA, or related credentials are valued but are not required.

The successful candidate will demonstrate:

- Strategic technology leadership
- Project management
- Innovation
- Organizational leadership
- Strong communication
- Sound judgment
- Commitment to public service

Knowledge, Skills & Abilities

The successful candidate should demonstrate knowledge of:

- Information technology governance
- Cybersecurity
- Enterprise software systems
- Cloud computing
- Technology planning
- Vendor management
- Data governance
- Digital government
- Geographic Information Systems (GIS)
- Project management

Ability to:

- Develop long-term technology strategies.
- Manage outsourced technology services.
- Communicate effectively with technical and non-technical audiences.
- Build collaborative partnerships.
- Analyze technology needs and recommend practical solutions.
- Exercise sound judgment and independent decision-making.
- Lead organizational innovation.

What Success Looks Like

During the first year, the successful Director will work with the Mayor and Executive Leadership Team to:

- Develop a comprehensive technology strategic plan.
- Strengthen cybersecurity and technology governance.
- Improve management of outsourced technology services.
- Expand the use of OpenGov and other enterprise systems.
- Improve digital access to City services.
- Develop technology standards and policies.
- Promote innovation throughout City government.

Why Build Your Career in Selma?

The City of Selma is building an executive leadership team committed to innovation, accountability, and exceptional public service.

This position offers the opportunity to lead the City's digital transformation, modernize municipal operations, and create technology solutions that improve government for employees, residents, businesses, and visitors.

If you are motivated by innovation and meaningful public service, we invite you to join our Executive Leadership Team.

Benefits

The City of Selma offers a comprehensive employee benefits package in accordance with City policy.

Application Process

Interested applicants should submit:

- Letter of Interest
- Resume
- Three Professional References

Applications should be submitted to:

Office of the Mayor

City of Selma
222 Broad Street
Selma, Alabama 36701

Email: mayoroffice@selma-al.gov

Applications will remain open until the position is filled unless otherwise announced.

Build the Future With Us

The City of Selma is committed to building an executive leadership team that reflects the highest standards of professionalism, integrity, innovation, and public service.

If you are ready to lead, inspire, and make a meaningful impact on one of America's most historic communities, we invite you to apply.

Equal Opportunity Employer

The City of Selma is an Equal Opportunity Employer and encourages qualified applicants from diverse educational, professional, military, nonprofit, and private-sector backgrounds to apply. Equivalent combinations of education and experience will receive full consideration.