At the City of Brampton, our focus is people. From our employees to the community we serve, people are at the centre of everything we do. Our city is a living Mosaic made up of 234 cultures and 115 spoken languages. Recognized by **Forbes** as one of Canada's top employers and **Maclean's** best communities in Canada, the City of Brampton is a dynamic and innovative place to work and experience. We want you to join us in serving our diverse community with pride and passion.

Our Focus Is People ●-●-●-●

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# Chief information Officer
## (Permanent Full-Time)

## Overview

The City of Brampton has a population of over 600,000 and is one of the youngest, fastest growing, and most diverse cities in the country.  It is also one of the most affordable centers in the GTA, with prices of both housing and entertainment substantially lower than in the City of Toronto. Brampton is a key economic hub with a wealth of head offices, a focus on innovation and some of southern Ontario's most stunning parks and conservation areas. The City's growth plans and investments are positioning Brampton to be an emergent global city of the future. For more information, take a look at what the City is working on related to the current Term of Council Priorities and The Brampton 2040 Vision.

## The Opportunity

In view of this growth, the City of Brampton has asked WMC Executive Search (see contact below) to recruit outstanding candidates for the position Chief information Officer. Reporting to the Commissioner, Corporate Support Services, the CIO has a key leadership role responsible for providing strategic direction and advice to Council, the Chief Administrative Officer (CAO) and business unit leaders on the City's portfolio of Digital innovation and IT.

 The successful candidate will help shape the strategic direction of the organization as well as its operational productivity effectiveness and through the design, transformation and improvement of programs and services to enable the success of the City. A trusted advisor to all leaders and other key stakeholders across the organization, the CIO is adept at building strong relationships and is guided by clear values and ethics.  The CIO will promote organizational capacity through a team that supports a high performing, collaborative, customer focused, and values driven organization.

The CIO has oversight and accountability over a broad portfolio of digital, information and technology related programs and services which include corporate technologies, digital innovation, networks and telecommunications, data management, security and risk management, and client services. With the corporate focus and a requirement for rapid progress and constructive change, this role has a core accountability, in conjunction with City leadership and the business units, for helping develop the technology plan and strategies, and delivering  the programs, policies and practices that will achieve this future state.

## Responsibilities

- **Build on and enhance the City's information and Information technology strategy, and deliver programs and services ensuring the City can plan, grow, and deliver on its commitments.** This includes providing leadership with support in designing and implementing the City's I&IT strategy and developing or delivering practical strategies, plans, programs, and foundational policies and services and approaches to support the City's priorities and strategy. Expected outcomes include fostering a culture of responsive, engaged, and empowered employees and service delivery that is productive, efficient and customer /community focused.

- **Innovation.** As the senior leader for IT, the role is required to identify opportunities, issues and threats and to bring best practice solutions to the City (working collaboratively with other IT leaders).Work jointly with the City's Strategic Innovation and Corporate Performance team to ensure alignment with corporate directions and synergies to best enable innovation across the corporation

- **Build and sustain collaborative and trusting partnerships with all core stakeholders**. This is a high visibility role centered around establishing collaborative relationships and partnerships with leaders, employees, community organizations, educational institutions, and other tiers of government that enable integration and advocacy for I & IT matters across the City

- **Enhance program, change management, and risk management approaches to I & IT resources matters**. This includes providing balanced advice, enabling leaders to manage and mitigate risk with a strong inclination toward a solution mindset; helping design, facilitate, implement, and communicate organization and process changes. The leader will achieve strategic outcomes by challenging existing practices and programs and identifying innovative and cost-effective ways to accelerate progress.

- **Lead the development of the division's annual operational plan including setting goals and outcomes and determining metrics**. This includes ensuring alignment of divisional plan with the City's corporate, enterprise-wide plan, reviewing key performance metrics, and leading the development of risk and mitigation response plans. Chairs and facilitates the IT Governance Working Group of staff who are responsible for identifying and prioritizing corporate IT projects for the corporation.

- **Build a modern information and technology team vision, business model, and culture to service strategic and operational needs**. This involves development of positive and relevant stakeholder relationships and building an approach where I&IT is recognized as a strategic advisor, business partner and support service within the City and its departments. It also requires establishing practical enabling solutions and programs; building a high quality of advice and foundational services and administration; improving the pace of solutions and service delivery; high professional and ethical standards related to advice, solutions and services; adherence to legal regulations and City standards, and enhancement of the I&IT team knowledge and expertise to support knowledge-based delivery of solutions and services. Critical to the success of the above will be enhanced I& IT project management, information management, management systems, work processes, and data analytics to improve decision support, prioritization, planning, workflow, and service to clients.

## Experience, Knowledge and Capabilities

- 7-10 years proven leadership experience in a growing government or business environment helping design/develop and implement complex, cross organizational digital, information and technology vision, plans, plans programs and services. Knowledge and experience requirements are at the strategic and conceptual level requiring future state scenario planning, modelling and use of analytics to identify opportunities and risks over a three to five-year timeline

- Strategic technical knowledge includes broad information technology systems, applications, and operations as well as overall system design, management, and governance. The role requires an understanding of all business areas across the City as well as the overall operating context (policy, politics, stakeholders, etc.) of municipal government. The candidate must also have knowledge of broader trends both within the City of Brampton and across the Province including demographics, economics, and social issues, all of which provide context for IT planning and solution development

- Experience would have been gained in environments which have involved significant political and/or board involvement, senior leadership involvement, diverse business objectives and agendas, and where cultural change as well as improved organization performance has resulted.

- A developed business and strategic mind set, knowledge and capability, bias to action, and an integrative, facilitative, collaborative and team based, outcome focused approach to supporting rapid organizational change and transformation.

- Emotionally intelligent leader with high levels of political / organizational acumen and proven capability in developing strong and effective working partnerships, credibility, rapport and relationships with senior leaders, all manner of teams, diverse stakeholders, councils and with bargaining agents. Externally, the position leads relationships with vendors; and requires the ability to build and maintains networking relationships with other organizations (e.g. municipal government).

- Strong leadership presence and communication skills with the ability to translate vision into action and drive results

- Experience and connection with diverse and dynamic communities and stakeholders. Brings a unique skill set that demonstrates a deep understanding of diversity and inclusion practices based on previous experience.

- Experience with matters from strategic to operational to administrative and modern change management, human resources, diversity approaches and organizational improvement systems, methods and technologies is essential.

- Proven track record and ability to connect, mentor and build a dynamic I and I T team that is results driven, solution focused and enables results for the corporation.

- High levels of personal accountability, objectivity, integrity, openness and transparency, and an ability to build respectful and effective relationships within complex community and public sector environment.

- High energy, a strong work ethic, resiliency, versatility, and flexibility to deal with many changes and disruptions, and to lead with purpose and urgency.

## Qualifications, Membership and Certifications

- Post-secondary degree or in Information Systems, Computer Science, Business Administration, or related field.

- MBA designation is considered an asset.

## Compensation

Hiring salary range $163,634 - $184,089 per annum (maximum of salary range $204,543) plus a competitive full benefit package and pension plan.

## Application Instructions

If this opportunity matches your interest, experience, and qualifications, please **apply in confidence to arthur@wmc.on.ca providing your application and up to date resume by end of day June 27, 2022.**

Please note that various tests and/or exams may be administered as part of the selection process and criteria per City policy.

We thank all applicants; however, only those selected for an interview by the City will be contacted. The successful candidate(s) will be required, as a condition of employment, to execute a written employment agreement. A criminal and financial record search will also be required for the successful candidate.

*The City is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accommodations at any point during the application and hiring process, please contact TalentAcquisition@brampton.ca or 905.874.2150 with your accommodation needs, quoting the job opening ID#, job title. Any information received relating to accommodation will be addressed confidentially.*