DOÑA ANA COUNTY, NM IS SEEKING AN EXPERIENCED INFORMATION TECHNOLOGY LEADER AS ITS NEXT...

INFORMATION TECHNOLOGY DIRECTOR
Doña Ana County is one of 33 counties in the State of New Mexico. Created in 1852, it is the second-most populated county in the State. The County seat, Las Cruces, has been ranked as one of the fastest-growing communities in the United States in the past decade. The County employs more than 900 employees.

THE COMMUNITY
Located in southern New Mexico in the Mesilla Valley with the Rio Grande River flowing through it from north to south and the Organ Mountains along its eastern edge, Doña Ana County has an estimated population of 213,000, dispersed over 3,800 square miles and lies just northwest of El Paso. The region has more than one million residents making it the 58th largest metro area in the U.S. The County seat is Las Cruces - the second-largest City in the State with a population of over 102,000.

Doña Ana County and Las Cruces provide an area rich in culture and history, a temperate climate, abundant outdoor activities and people that are as warm and friendly as the climate. Las Cruces (stands for “City of the Crosses”) was incorporated in 1907, but was critical to the region long before that time. Following the end of the Mexican-American War in 1848 and the arrival of the first rail service in 1881, the County began to develop as the vibrant economic center of the region.

New Mexico State University was started in 1888 as Las Cruces College. Following it’s designation as the State’s Land Grant Agricultural College the next year and several names changes, it became New Mexico State University in 1959.

White Sands Missile Range was established as White Sands Proving Ground near the end of World War II. White Sands has been the site of many developments for the U.S. military and spaceflight technology, including the Trinity Site, which was the first site of the first atomic bomb test.

New Mexico State University and White Sands Missile Range continue as two economic drivers in the County, but there are a number of exciting new initiatives throughout the region, including Spaceport America with corporate offices in Las Cruces, which has seen the completion of several manned, suborbital flights; the relocation of Union Pacific Intermodal Facility from El Paso, Texas to the southern part of Doña Ana County; and the designation of the County as a Free Trade Zone, which opens local markets to shoppers from Mexico.

Mission Statement
Doña Ana County government enhances the health, safety, and quality of life for all residents as determined by law and community interests. Services are provided through innovative leadership and teamwork in a fair, respectful and professional manner.
DOÑA ANA COUNTY’S SEVEN GUIDING PRINCIPLES

Functions of Government: Elected officials, managers, employees, and volunteers work together and with other entities in a spirit of mutual respect and public service to carry out the functions of county government in a manner that is courteous, efficient, transparent, accountable, engaged, and responsive to public input.

Area Development: Throughout Doña Ana County – from the smallest colonia to the City of Las Cruces – development will be proactively managed so that land use, transportation, utilities, affordable housing, and public facilities are fully integrated, mutually supportive, and respectful of the unique qualities of each community.

Health Care and Medical Services: All people living in Doña Ana County will have access to affordable health care and medical care services that focus on emergencies, preventive strategies, and eliminating injury and disease that lead to premature death and disability.

Economic Development: Economic development will be supported in all areas of the county and for all segments of the population so that communities throughout the county are viable, a diversified growth strategy is maintained, and every resident can find work that supports a good standard of living.

Public Safety: Doña Ana County will be known as a safe place for residents, workers and visitors based on the effective reduction of serious crimes, risk of fire, and harm from environmental hazards – both natural and manmade.

Infrastructure: Roads, utilities, flood control structures, public facilities, and other infrastructure systems will be planned, built, and maintained to address critical needs, and maximize economic viability for government entities, taxpayers, and businesses.

Community-oriented Values: Life in Doña Ana County will be enhanced by broad-based support for community-oriented values, such as: the arts and life-long learning, a wide range of recreational opportunities, humane treatment of animals, compassionate care for those in need, conservation of the area’s natural environment, respect for diversity and protection of human rights, and celebration of our multi-cultural heritage.

THE COMMUNITY (CONTINUED)

To celebrate its history and diverse culture, the County offers many special events throughout the year, including The Southern New Mexico Wine Festival, The Southern New Mexico State Fair, the Country Music Festival, The Hatch Chili Festival and the Renaissance ArtsFaire, just to name a few.

For outdoor activities, the Organ Mountains Desert Peaks National Monument is a superior hiking area where enthusiasts can explore desert nature trails, canyon walls, and mountains that provide incredible views of the surrounding valleys. If your outdoor activities include golfing, Doña Ana County offers seven golf courses that can be used the majority of the year due to the temperate climate.

The diverse local culture is celebrated every Saturday morning at an award winning Farmers & Crafts Market located in downtown Las Cruces. Shoppers can purchase everything from art to fresh vegetables at the outdoor market. Mesilla offers shoppers many varieties of New Mexico goods, including jewelry, artwork, foods, and wine in a small town environment just south of Las Cruces. The temperate climate lends itself to creating great wine as evidenced by the 10 wineries located in Doña Ana County.

Las Cruces Public Schools, as well as a dozen Private and Chartered schools, offer pre-K-12 public and private education. New Mexico State University (NMSU) has its main campus in Las Cruces, with an annual enrollment of 16,000 students. Doña Ana Community College, also located in Las Cruces, is a branch of NMSU, and has an annual enrollment of 8,500 students.

Las Cruces is the southern terminus for Interstate 25 (north to Albuquerque) where it intersects with Interstate Highway 10 (southeast to El Paso and west to Tucson). Commercial air service is provided by the El Paso International Airport. The community is a blend of unique attractions, culture, historical sites and superb year-round weather with 320 days of sunshine per year!
COUNTY ORGANIZATION

The County is governed by the five-member Board of Commissioners. The County Manager is responsible for overseeing day-to-day operations, including implementation of policy and budgetary matters as well as personnel oversight. The position reports to the Assistant County Manager for Administration and is responsible for leading a staff of 25 FTEs and an approximate $3.2M budget.

The Communications and Information Technology Department provides the backbone for all technology services and supports the radios and towers for all County departments. It is divided into three teams: Operations; Infrastructure, and Applications/Programming. The Operation Team provides technology support for more than 600 PCs located in multiple locations. The Department is also responsible for Communications, a separate division that operates and maintains six mountain-top and five ground based communication sites, including the Mesilla Valley Regional Dispatch Authority (MVRDA), the office of Emergency Management, the Doña Ana Detention Center, and the Doña Ana County Fairgrounds. The division also maintains communications for the County’s Fire District stations, four Doña Ana County Sheriff’s Department substations and all patrol and specialty vehicles. The Infrastructure Team is responsible for digital storage, email, cyber security, web filtering, help desk, and wireless technologies, etc. The Applications and Programming Team supports all HRIS/HRMS software systems, all public and internal websites, online services, and access to a variety of County data, mapping, and other public information services.

EDUCATION AND EXPERIENCE

- Bachelor’s Degree in Business, Business Computers Systems, Computer Science, or a related field
- 8 years’ of progressively responsible experience in a computer management position; and 4 years managing the work of others, or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job
- Must pass NCIC, background checks and have valid driver’s license
- Experience working with a city, county, or similar public jurisdiction is desired
- The ideal candidate should have working knowledge in the following areas:
  - Public safety and/or public works radio and telecommunications systems
  - Computer hardware and software systems
  - Cyber security policies and best practices for public sector agencies
  - Development of business continuity and disaster recovery strategies in response to emergencies, natural disasters and/or a suspected breach
- Budget preparation, capital project planning, and project management
- Experience managing people and projects
- Geographic Information Systems (GIS)

KNOWLEDGE, SKILLS AND ABILITIES

- Exceptional leadership abilities with outstanding people skills and the confidence and proficiency to present technical concepts to both technical and non-technical audiences
- Well developed “critical thinking and problem solving skills”
- Excellent written, verbal, and listening communication skills
- Ability to hold vendors accountable
- Collaborative and team oriented in working with other departments
- Innovative and entrepreneurial in approach
- Passionate about leading an IT department with an ability to deliver and complete important priorities and assignments
- Strong manager and motivator of employees
- A “working” director that believes in transparency
- Flexible, adaptive, and willing to learn about and utilize the latest technologies
- Ability to articulate a mission and vision for Information Technology

HIGH PRIORITY ISSUES

- Evaluate current cyber security practices, seek input from all departments and establish an updated county-wide policy that will be updated on an annual basis.
- Assess current software systems supporting Finance, Human Resources and Information Technology Systems; develop strategic options based on research and collaborative input by user groups; implement an action plan to modernize the County’s HRIS/HRMS software systems.
- Develop a Strategic Plan for the Information Technology Department and County-wide. This requires working closely with all departments to provide the knowledge and guidance necessary to assess the Department’s current structure, available resources, training, and equipment needs.
- Assess the condition of all County facility based technologies, including security and audio/visual equipment, radio towers, and develop a capital replacement program to address the highest priorities.
APPLICATION AND SELECTION PROCESS

Qualified candidates should submit their cover letter and resume online by visiting our website at https://waters-company.recruitmenthome.com/postings/1322. This position is open until filled; the first review deadline is Monday, June 5, 2017. All applications will be screened against criteria outlined in this brochure. The on-site interviews in Doña Ana County will be offered to those candidates named as finalists. Reference and background checks and academic verifications will be conducted prior to interviews, after receiving candidates’ permission.

For more information, please contact:
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Doña Ana County is an Equal Opportunity Employer and values diversity at all levels of its workforce!

For more information about Doña Ana County, please see their website at www.donaanacounty.org.

COMPENSATION AND BENEFITS

The salary range will extend to over $100,000 DOQ/E, with outstanding benefits and a low cost of living. A partial list of benefits includes:

- Up to 13 paid holidays;
- Vacation and sick leave;
- Educational assistance;
- Medical, dental, and vision insurance;
- Life insurance;
- Short and Long-term disability coverage;
- Retirement Program: County contributes 19.41% and employee contributes 4.79% into Public Employees Retirement Association of New Mexico (PERA);
- Voluntary deferred compensation plan (supplement to PERA)

A summary of employee benefits can be found at: www.donaanacounty.org/hr/benefits and www.donaanacounty.org/sites/default/files/pages/DAC_Benefits_Brochure_2015.pdf