INFORMATION TECHNOLOGY DIRECTOR
CITY OF LUBBOCK, TEXAS
EXECUTIVE SEARCH PROVIDED BY STRATEGIC GOVERNMENT RESOURCES
THE COMMUNITY

Lubbock, known as “The Hub City,” is situated at the center of the scenic South Plains, between the Permian Basin and West Texas Panhandle. Lubbock covers more than 136 square miles and is easily accessible by major transportation thoroughfares I-27, US Highways 82, 84, and 87, and State Highway 114. The City is home to more than 250,000 residents who enjoy the area’s mild climate, beautiful sunsets, and a wide range of recreational and cultural amenities. Lubbock provides a high quality of life that combines the art, leisure, and entertainment opportunities of a major metropolitan area with the friendly hospitality and charm of a small community.

Lubbock County was founded in 1876. The settlement that is present-day Lubbock was not formed until late 1890 when two settlements within the county, Old Lubbock and Monterey, were combined to form the settlement of Lubbock. The following year, the community was designated the county seat for Lubbock County. Shortly after Lubbock’s incorporation in March of 1909, rail service was established, and as agriculture continued to grow in and around the region and rail service expanded, it became the regional marketing center, earning the name “Hub of the Plains.”

After World War II, Lubbock experienced tremendous growth, and this growth continues today. United Supermarkets, Suddenlink Communications, Bimbo Bakeries USA, NTS Communications Inc., and Sodexo Inc. are just a few of the major businesses in the Lubbock area. Recent major economic developments include the announcement of a multi-million dollar capital investment by Monsanto, a planned expansion of South Plains College, and funding support for career and technical education programs in area school districts. Lubbock is also home to one of the largest neighborhood redevelopments in the country. Delbert McDougal, a private developer, purchased 325 acres of land and cleared more than 900 structures for development. In 2013, it was estimated that the area brought in more than $300 million in tax revenues.

Over the years, Lubbock has received many awards and accolades. It has been recognized nationally as the #1 Mid-size City with the Shortest Commute to Work by Safeco Insurance, ranked #4 as Best U.S. Cities to Get a Job by Business.com, #15 on the 35 Best Cities for People 35 and Under by Vocativ.com, #11 among Best Cities for College Students in Small Metros by the American Institute for Economic Research, and the Best City for Professional Women by Movoto.com. It also ranked the #10 Best City for Veterans, Most Recession- Recovered City, and the Best-Run City in America by WalletHub.com.
Residents of Lubbock enjoy a wide variety of recreational and leisure opportunities. The City has a rich tradition of collegiate athletics featuring the Texas Tech University Red Raiders, who have year-round sporting events from hard-hitting Big XII football match-ups to action-packed basketball, baseball, volleyball, and soccer, as well as the Lubbock Christian University Chaparrals and the South Plains College Texans. There are nine golf courses in the area and numerous lakes and parks.

The largest recreation area in the region, the 248-acre Mackenzie Park, features disc golf, equestrian trails, a sculpture garden, and Prairie Dog Town. Beautiful Lake Alan Henry, situated on the South Fork of the Double Mountain Fork of the Brazos River, is a little over an hour south of Lubbock and offers fishing, skiing, camping, hunting, and hiking opportunities for outdoor enthusiasts.

“The Hub City” has much to offer residents culturally. Lubbock has long been recognized as a birthplace for original music, producing greats like Buddy Holly and the Crickets, Waylon Jennings, Mac Davis, Roy Orbison, Tanya Tucker, and Natalie Maines. Today, Lubbock continues to launch some of the best musical talent around and is home to a diverse music scene, ranging from country and bluegrass to Tejano, classical, and rock. The City boasts a vibrant art scene with festivals, shows, performances, and exhibitions throughout the year.

From art galleries and museums such as Berg Studios, Louise Hopkins Underwood Center for the Arts, and the Museum of Texas Tech University, to theaters and performing arts spaces like the Buddy Holly Center, Cactus Theater, Depot Entertainment District, Lubbock Community Theater, and Lone Star Amphitheater, as well as Ballet Lubbock and Lubbock Symphony Orchestra, the arts are thriving in this unique Texas community. The National Cowboy Symposium and Celebration, Lubbock Arts Festival, and Lubbock Music Fest are just a few of the annual special events hosted in the area.

The City provides easy access to several major and specialty medical facilities. Covenant Health, UMC Health System, Interim Healthcare, Lubbock Heart Hospital, Northstar Surgical Center, and Grace Health System provide state-of-the-art medical care to Lubbock residents.

Lubbock is served by three school districts within the City limits: Lubbock ISD, Frenship ISD, and Lubbock-Cooper ISD. All three districts have a “meets standard” accreditation with TEA and a combined enrollment of over 40,000 students. There are also eight private schools in the area. For those seeking higher education, there are several colleges and universities in the region: Texas Tech University, Texas Tech Health Sciences Center, Wayland Baptist University, Lubbock Christian University, and South Plains College.

The median home value in Lubbock is $118,300, and the estimated median household income is $63,368.
GOVERNANCE AND ORGANIZATION

The City of Lubbock is a home rule city operating with a council-manager form of government. The City Council is comprised of the Mayor, elected at-large and serving a two-year term, and six City Council Members who represent single-member districts and serve four-year terms. The Municipal Court Judge is also elected at-large and serves a four-year term.

The City Council appoints a professional City Manager who is responsible for leading the organization and managing the day-to-day operations. Jarrett Atkinson became Lubbock’s City Manager in December of 2016. Previously, Mr. Atkinson served as the City Manager for Amarillo after six years of being Assistant City Manager and then Deputy City Manager. Prior to Amarillo, he served as Local Government Services Director for the Panhandle Regional Planning Commission.

The City is currently working on a multimillion-dollar renovation to an 11-story downtown structure that will serve as the new Citizens Tower (City Hall). Additionally, a water pipeline, new lift station, and new water treatment facility to bring water from Lake Alan Henry, in order to secure a 100-year water plan, were recently completed.

In December of 2018, the City of Lubbock adopted “Plan Lubbock 2040”, the first comprehensive planning effort since 1986. Major initiatives associated with this plan include creating and deploying of a Unified Development Code, studying the development of Impact Fees, and programming for various neighborhood planning efforts.

Lubbock has 2,363 budgeted staff positions, a budget of $816.1 million, and an ad valorem tax rate of $0.548020 per $100 of assessed value. The City has been awarded the Government Finance Officers Association Distinguished Budget Presentation Award 33 times.
ABOUT THE POSITION

The Information Technology Director plans, directs, and supervises technical and support services for management information processing, system development, programming, telecommunications, and radio communications. The Director consults with management personnel to determine information processing and telecommunication needs and prepares short-range and long-range plans for equipment, software, and other required support.

Essential Duties:

- Evaluate technical equipment and software for use in processing information or for telecommunications/radio communications
- Coordinate and direct major system implementation or modification and conversion of existing data
- Select, train, and supervise personnel and establish performance standards, work priorities, goals, objectives, and schedules
- Evaluate and recommend the installation or modification of remote terminals and printers for the processing needs of the department
- Monitor and evaluate the security of data processing equipment and data
- Supervise the preparation and administration of the Information Technology department budget, including goals and objectives, and the measurement of activity and performance
IDEAL CANDIDATE

The City of Lubbock is seeking a visionary and passionate Information Technology Director to provide strategic leadership and innovation for the organization's information technology policies, programming, and infrastructure. The next Director will be a forward-thinking technology professional with exceptional customer service skills who will help the City navigate the rapidly changing technology landscape to ensure the smooth delivery of services within the organization and the community.

The Director will possess an understanding of user needs in order to develop city-wide solutions that make the best use of available assets. The Director must be a resourceful manager with the strategic planning skills needed to analyze and develop multi-year plans to modernize the City's technology infrastructure, platforms, and applications. It will be important for the new Director to have the ability to prioritize, delegate, and oversee all phases of multiple projects and contracts, while ensuring seamless execution and monitoring. A problem solver with excellent critical thinking skills, the Director will look for creative solutions to problems and challenges when needed and will work constantly toward process improvement.

The successful candidate will be a confident, engaged leader who can speak with ease in staff meetings and in inter-departmental forums and effectively convey IT policies and plans to the organization. The candidate will have strong interpersonal skills, with the ability to both communicate and listen effectively, and will maintain a calm demeanor under pressure. The selected individual should be able to focus on the big picture while still engaging at all levels of the organization. The new Director will think holistically, demonstrating an understanding of the ways in which IT functions enhance all the City’s services.

The ideal candidate will be a collaboration-oriented, self-aware team builder who will ensure a high level of performance. A dedicated mentor who will focus on the development and evaluation of employees and engage with team and end users, the next Director will help strengthen the organization by encouraging a shared sense of purpose and fostering a culture of accountability.

The successful candidate will have a technically strong understanding of current practices, such as Cobit or ITIL, developing advancements, and changing needs and will utilize knowledge and expertise to develop sound policies. In-depth knowledge of strategic planning, policy formulation, software development and acquisition, enterprise architecture, customer service, database administration, systems architecture, network management, and IT project management will be essential.
The selected candidate must have a bachelor’s degree in computer science, management information systems, or a related field, with an additional five years of increasingly responsible experience in the planning and operation of management information systems. Any combination of education and experience which provides the required knowledge and skills will be considered.

The City of Lubbock offers a competitive salary depending on qualifications and experience. The City participates in the Texas Municipal Retirement System (TMRS) with a 7% required employee contribution with a municipal matching ratio of 2:1. A full range of leave and insurance benefits is provided, as well as mileage reimbursement and phone provided.
APPLICATION PROCESS

Please apply online at: http://bit.ly/SGRCURRENTSEARCHES

For more information on this position contact:

**Kristin Navarro, Director, Business Development & Recruitment**
Strategic Government Resources
KristinNavarro@GovernmentResource.com
Office: 817-382-0087
Mobile: 817-637-3243

This position is open until filled. To view the status of this position, please visit: http://bit.ly/SGRCURRENTSEARCHES

The City of Lubbock is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

City of Lubbock
mylubbock.us

Lubbock Chamber of Commerce
lubbockchamber.com

Lubbock Economic Development Alliance
lubbockeda.org

Visit Lubbock
visithubbuck.org