

CHIEF INFORMATION OFFICER

City of Aspen, Colorado

Hiring Range:
$186,992 – $224,390, DOQ

CITY OF ASPEN

Are you a forward-thinking leader, ready to transform technology into a strategic partner across the organization? Are you ready to live where others come to visit, while helping one of the world's most remarkable mountain communities deliver exceptional public service? If so, the City of Aspen invites you to apply to become its next Chief Information Officer.

Reporting to the Administrative Services Director, the Chief Information Officer provides enterprise leadership for the City's cybersecurity, data, infrastructure, applications, Aspen Community Broadband, and audiovisual services. The CIO will lead implementation of the City's new technology roadmap and guide Information Technology from a primarily support-focused function to a strategic, customer-focused partner.

We're seeking a proven, people-focused technology leader who is:

- A trusted partner who can deliver technology solutions that advance the City's Strategic Plan
- A culture champion and coach who builds trust, develops staff, and models a positive workplace
- Customer-focused, collaborative, and an excellent communicator

If this sounds like you, read on to learn more about this exciting opportunity in Aspen!

Executive Recruitment Provided by SGR

ABOUT THE COMMUNITY

Nestled in the peaks of the White River National Forest, Aspen is a world-class mountain community where extraordinary outdoor recreation is simply part of everyday life. Residents enjoy more than 300 days of sunshine each year, with skiing and snowboarding on four nearby mountains, hiking, biking, climbing, whitewater rafting, and fly fishing in Gold Medal waters just minutes from home. Aspen is a close-knit, year-round community of roughly 6,500 residents that welcomes visitors and part-time residents from around the world throughout the year.

Aspen is a small town with a big culture. The community is home to the Aspen Music Festival and School, the Aspen Ideas Festival, the Food & Wine Classic, the Winter X Games, the Aspen Institute, the Aspen Art Museum, Theatre Aspen, Jazz Aspen Snowmass, and the historic Wheeler Opera House. A dining scene that rivals major metropolitan areas, a wealth of year-round events, and a deep commitment to the "Aspen Idea" of nurturing mind, body, and spirit make this a uniquely rewarding place to live.

Born as a 19th-century silver mining town, Aspen blends well-preserved Victorian architecture with modern amenities and a long legacy of thoughtful, progressive planning. The community is served by the Aspen School District, known for its academic rigor and International Baccalaureate curriculum from kindergarten through 12th grade, along with multiple preschools and private school options. Aspen/Pitkin County Airport is a 10-minute drive from downtown, and the community is part of the nation's largest rural regional transit system.

Aspen residents are highly educated, engaged, and passionate about their community, with nearly 70 percent of adults holding a bachelor's degree or higher. For a technology leader who loves the outdoors and values a vibrant, connected community, Aspen offers an exceptional quality of life.

POPULATION
6,489

MEDIAN HOUSEHOLD INCOME
$74,033

MEDIAN HOME VALUE
$3.5 million

MEDIAN GROSS RENT
$2,081

History CLICK!

Tourism CLICK!

Video CLICK!

ABOUT THE CITY OF ASPEN

The City of Aspen is a home-rule municipality whose mission is "to engage with positive civic dialogue, provide the highest quality innovation and efficient municipal services, steward the natural environment, and support a healthy and sustainable community for the benefit of future generations with respect for the work of our predecessors." The organization is guided by four values: Service, Partnership, Stewardship, and Innovation.

With approximately 395 employees and an FY2026 adopted all-funds budget of approximately $346.7 million, the City delivers a remarkably broad range of services for a community of its size, including municipal utilities, affordable housing, public safety, transportation, parks and recreation, arts and culture, and its own community broadband network.

The City's direction is set by the Strategic Plan: Roadmap to 2027, adopted by City Council in 2026. The plan focuses on six strategic objectives: Critical Public Projects; Early Childhood Education; Resource and Infrastructure Resilience; Traffic Flow and Congestion; Exceptional Experiences and Services; and Organizational Excellence. Progress is reported publicly through the City's Strategic Plan Dashboard.

GOVERNANCE & ORGANIZATION

Aspen operates under a council-manager form of government established by its Home Rule Charter. City Council consists of a Mayor and four Council members, all elected at large with equal voting authority. The Mayor serves a two-year term, and Council members serve staggered four-year terms, with two seats ordinarily elected each regular election. Council appoints key leadership positions such as the City Manager and City Attorney, as well as members of boards and commissions.

The City Manager serves as chief administrative officer, responsible for day-to-day operations and implementation of Council direction. The Chief Information Officer works closely with the City Manager's Office, department directors, the Strategy and Innovation Office, and technology partners across the organization.

ABOUT THE JOB

Under the general supervision of the Administrative Services Director, the Chief Information Officer is accountable for the City's technology strategy, governance, service delivery, and security. The CIO will translate the City's recently completed technology assessment and roadmap into sequenced initiatives with clear milestones, budgets, and measurable outcomes, and will report regularly to City leadership on progress.

The current IT Department is recognized as a responsive and helpful department that has made meaningful investments in technology. The new CIO will have the opportunity to build upon this foundation by partnering with other City Departments to strategically incorporate technology into organizational priorities. The next CIO will strengthen governance and collaboration, design a sustainable future-state staffing model, and position IT as a trusted strategic partner across the organization.

The successful candidate will provide strategic leadership for:

- Technology strategy, governance, and portfolio management
- IT service management and customer-focused service delivery
- Cybersecurity, data governance, business continuity, and disaster recovery
- Enterprise applications, ERP, cloud, and architecture planning
- Networks, end-user devices, and Aspen Community Broadband
- Sustainable technology supporting meetings and City facilities
- IT operating, capital, and internal-service-fund budgets and vendor management
- Staff development, workforce planning, and organizational change management



Full Job Description CLICK!

DEPARTMENT STRUCTURE

The Information Technology Department supports every City department and the residents they serve, delivering secure, reliable technology services, from networks and enterprise applications to cybersecurity, audiovisual systems, and community broadband.

ORGANIZATIONAL QUICK FACTS

DEPARTMENT STAFF
9

FY2026 DEPARTMENT BUDGET
~$3.7 MILLION

City Employees Supported: Approximately 395

Application Portfolio: More than 200 applications, including Oracle Fusion, Salesforce, and Microsoft 365

Community Broadband: City-owned and operated Aspen Community Broadband

KEY INITIATIVES

Within the first two years, the Chief Information Officer will lead the following priorities:

Adoption and Responsible Innovation Establish a transparent, City-wide approach to evaluating and prioritizing technology investments, clarifying decision-making and accountability, and aligning technology initiatives with organizational priorities, including the responsible adoption of AI and emerging technologies, applications governance, lifecycle management, and enterprise standards.

Future-State Service Delivery & Staffing Model Define the technology services, support levels, and strategic capabilities the City expects from IT, and design an organizational and staffing model to deliver them sustainably. This includes clear roles, cross-training and backup coverage, dependable after-hours support for critical operations, and thoughtful use of contractors and managed services.

Modernize Meeting and Collaboration Technology Develop and implement an enterprise approach to modernizing and sustaining meeting and collaboration technology across City facilities, ensuring reliable, consistent, and supportable environments for public meetings, internal collaboration, and hybrid participation.

Advance the City's Technology Environment Refine the roadmap for secure applications, infrastructure, cloud services, lifecycle management, and emerging technologies.





IDEAL CANDIDATE

The City of Aspen seeks a proven, strategic, and forward-thinking Chief Information Officer who can deliver technology solutions that advance the City's Strategic Plan. The ideal candidate is a strong leader who can see the big picture while turning a roadmap into practical, measurable results. They bring experience establishing technology governance, improving service delivery, and leading organizational change, and they can communicate technical risks and options in clear business terms to elected officials, executives, and staff alike.

Above all, the next CIO will be a culture champion, willing to actively shape, model, and foster a positive workplace environment. They will coach and mentor staff, align roles with skills, and invest in professional development to build a resilient, high-performing, service-oriented team. With a genuine customer service focus, they will continue to earn the trust of departments across the organization through responsiveness, follow-through, and partnership.

Local government experience is preferred, but the City is open to an exceptional leader who has served in a similar role in another complex, multi-service organization. The successful candidate will embody Aspen's values of Service, Partnership, Stewardship, and Innovation, and will embrace the mountain lifestyle. A love of the outdoors will help the next CIO thrive and build a lasting career in this remarkable community.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in information systems, computer science, public or business administration, or a related field
- Seven years of progressively responsible enterprise technology experience, including at least three years leading staff, budgets, vendors, operations, and major technology initiatives
- Demonstrated success establishing technology strategy or governance, improving service delivery, and leading organizational change
- Experience with or understanding of governmental budgeting, procurement, records, accessibility, and cybersecurity requirements
- Valid Colorado driver's license, or ability to obtain one within 30 days of employment
- An equivalent combination of education and experience may be considered

PREFERRED:

- Master's degree in information systems, computer science, business administration, public administration, or a related field
- Leadership experience in local government or another complex, multi-service public organization
- Success implementing an enterprise technology roadmap, governance model, cybersecurity improvement plan, or cloud modernization effort
- Relevant credentials such as CGCIO, CISSP, CISM, PMP, ITIL, or comparable certifications

SALARY & BENEFITS

The salary range for the Chief Information Officer is $149,573 to $224,390, with a hiring range of $186,992 to $224,390, depending on qualifications. The City of Aspen offers a comprehensive and competitive total compensation package designed to support employees who embody the City's values and enjoy a unique and rewarding mountain lifestyle.



COMPENSATION

- **Cafeteria Benefit:** $2,000 annual City contribution, available as pre-tax HSA/FSA funding or cash
- **Hiring Bonus:** Standard hiring bonus of up to $3,000
- **Technology:** City-provided cell phone

HEALTH & WELLNESS

- **Medical:** Tiered Cigna medical plan options, including a high-deductible plan with a City-funded HSA contribution of $500 individual / $1,000 family
- **Dental & Vision:** Dental insurance and vision reimbursement
- **Insurance:** Life and AD&D insurance, plus City-paid short- and long-term disability
- **Wellness:** Wellness program of up to $250 annually, Employee Assistance Program, mental health resources, and Teladoc
- **Recreation:** Aspen Recreation Center Fun Pass for employees and families, employee golf pass, and Aspen Music Festival pass opportunities

RETIREMENT

- **Social Security:** The City participates in Social Security
- **401(a) Plan:** City contribution of 6% of salary, increasing to 7% at five years and 8% at 10 years of service; fully vested after five years
- **457(b) Plans:** Optional traditional and Roth 457(b) deferred compensation plans through MissionSquare Retirement

PAID LEAVE

- **PTO:** 22 days of paid time off in the first year, with accruals increasing after five years of service
- **Extended Sick Leave:** Five days in the first year
- **Holidays:** Nine paid holidays per year
- **Credit Time:** Eligible for credit time as an exempt employee
- **Volunteer Leave:** Paid community service leave

HOUSING & OTHER BENEFITS

- **Housing:** Transition housing may be available, along with a City housing unit at APCHA pricing and right of first refusal for a City housing unit, subject to a minimum occupancy requirement
- **Relocation:** Relocation assistance may be available
- **Professional Development:** Tuition reimbursement of up to $5,000 per fiscal year
- **Transportation:** Free bus or zone passes for employees commuting from outside Aspen

Residency within City limits is not required. Benefits shown reflect the City's 2026 plan year; 2027 benefits are currently being finalized.

HOW TO APPLY

Apply Here

CLICK!

For more information, contact:

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CITY OF ASPEN