



The City of Rancho Cucamonga
invites you to apply for

DEPARTMENT OF INNOVATION AND TECHNOLOGY DIRECTOR/ CHIEF INNOVATION OFFICER

Ready to be a part of something meaningful and have fun doing it? Rancho Cucamonga is searching for its next Director of Innovation and Technology—a creative, collaborative leader who’s ready to guide a future-focused team into the next era of smart, efficient and people-centered government.

This is more than IT. This is innovation in action. In Rancho Cucamonga, we don’t just talk about transformation — we live it.





About Rancho Cucamonga

Nestled at the foothills of the San Gabriel Mountains in sunny Southern California, Rancho Cucamonga prides itself on its well-planned neighborhoods, strategic investments and the quality of life it offers its residents and visitors alike. Our strength is in our commitment to innovation and our pursuit of excellence. With a population of nearly 175,000 this award-winning city has been recognized as one of the Best Places to Live by Money Magazine. Think beautiful tree-lined streets, mountain views, amazing amenities, cutting-edge tech and a team that loves working together!

Why work for us?

We call ourselves Team RC. We're here to serve our community with integrity, transparency and heart. If you enjoy working in a high-performing, fun-loving leadership team in a flexible and diverse workspace, look no further. Our culture is built on providing top-notch customer service, fostering professional and personal growth through a supportive learning environment, building organizational spirit through fun activities, inspiring ethical leadership and supportive supervision, and thriving on challenges and opportunities to innovate.

Our Vision

Team RC exceeds expectations of those we serve with pride in the delivery of quality services and programs in an environment of employee excellence and innovation, empowered by inspired leadership, opportunity and a collaborative spirit.

Our Mission

Team RC delivers superior service to all who live, work and play in our community.

[Read more about our culture and values.](#)



Team RC Employee Value Proposition

When you work for Team RC, you are getting more than a job. You get a career and a supportive community that will help you develop both professionally and personally. You will work in an environment that celebrates your accomplishments and recognizes that failures are a path to growth. Team RC is a team where work/life integration is championed and you get to experience the reward of seeing your unique contributions positively impact the residents of our world-class community, Rancho Cucamonga!

Our Values

S ervice
P eople
I ndividual Excellence
R ancho Way
I nnovation
T eamwork



The Department of Innovation and Technology

The Department of Innovation and Technology (DoIT) is Rancho Cucamonga's central nervous system for all things tech. We don't just provide tech support, we empower innovation citywide.

DoIT supports every City department to make sure tools, systems and data align with operational goals. Whether it's exploring and incorporating new software, optimizing processes or troubleshooting day-to-day issues, our focus is to help our City colleagues do their best work.

DoIT has many opportunities and projects underway:



Network Infrastructure Replacement: We are leading a major two-year effort to replace and modernize the City's network infrastructure to bolster system reliability, security and scalability.



Workday ERP Optimization: Following the City's successful implementation of Workday, the department is now focused on maturing its use of the platform to provide insights into the data for improved decision making.



Data Governance and AI Exploration: We are establishing a data governance framework while exploring artificial intelligence (AI) and machine learning (ML) solutions, ensuring both innovation and responsible deployment.



Disaster Recovery Planning and Cybersecurity: We're developing a comprehensive Disaster Recovery Plan to ensure business continuity and strengthen the City's cybersecurity posture.

DoIT Areas of Responsibility

Cybersecurity

Infrastructure

Enterprise Application

GIS

Help Desk

Fun Fact: In 2014, Rancho Cucamonga was presented with the Esri President's Award for outstanding GIS work in planning and sustaining growth!

DoIT has been recognized nine times by the Center for Digital Government as a top ten "Digital Cities Survey Winner," most recently in 2024.

The Position

As our Director of Innovation and Technology, you'll lead a department of 27 tech-savvy, mission-driven professionals. Your charge? Take our systems, software and services to the next level across all departments in the City. This is an exciting opportunity to drive the City's technology strategy and implementation, playing a key role in shaping the future of city operations through innovative solutions.



Reporting to a Deputy City Manager, you'll...

- Oversee the five core functions of the department: cybersecurity, GIS, enterprise applications, infrastructure and the City's help desk to ensure effective and secure technology services are provided.
- Lead the dynamic selection, seamless implementation, and proactive maintenance of cutting-edge software and hardware solutions, driving technological excellence and innovation within the organization.
- Oversee the development of citywide technology governance frameworks to ensure the alignment of technological initiatives with organizational objectives, compliance with regulatory standards, and the optimization of DoIT resource management.
- Collaborate with City departments, including public safety to assess their unique needs and allocate resources effectively to ensure optimal service delivery.
- Manage the technology budget through comprehensive life-cycle planning, proactively anticipating planned expenditures to ensure cost-effective delivery of technology services.
- The opportunity to coach and develop a high-performing, growth-minded team.
- Partner with the Chief Information Security Officer to implement a cybersecurity strategic plan and mature our security posture.
- Lead the team in creating a Digital Twin City, utilizing GIS technology to enhance spatial data analysis and urban planning.

This is a hands-on leadership role for someone who's just as comfortable rolling up their sleeves as they are setting vision.

[You can read the full job description here.](#)

Our Ideal Candidate

You're a strategic doer who brings vision and action. You know when to lead, when to listen and how to collaborate across a large organization.

You're our ideal match if you're:

- Hungry, humble and smart
- A lifelong learner with a growth mindset
- A skilled communicator who can give and receive feedback with grace
- A tech translator—fluent in both IT jargon and human speak
- Experienced in Workday, data governance and cybersecurity (or ready to learn)
- Collaborative and allergic to "kingdom-building"
- A dog lover!





Qualifications

The qualified candidate will bring a strong foundation of technical expertise, leadership experience and a passion for growth.

Education & Experience

- A Bachelor's degree in information management, computer science, business administration, GIS, public administration, or a related field is required.
- At least eight years of increasingly responsible professional experience in technology-related roles.
- A minimum of five years in a supervisory or management capacity.
- Experience at a Director or Deputy Director level is highly desirable.
- A Master's degree in a related field is also a plus.

Key Competencies

IT Strategy: Demonstrated expertise in overseeing complex IT systems and infrastructure—including enterprise applications administration, GIS, cybersecurity and strategic analysis of technology investments.

Technical Know-How: Possess well-rounded knowledge of enterprise platforms, including virtual servers and desktops, workstations, laptops, VOIP systems, networks, cloud-hosted storage and platforms, databases and both Windows and Apple operating systems. Demonstrate the ability to stay current with emerging technologies.

Project & Resource Leadership: A track record of implementing and managing IT systems that improve efficiency, accuracy and cost-effectiveness. Experience optimizing workflows, using data to inform decisions and successfully managing major projects (bonus points if that includes ERP systems like Workday).

Team Leadership & Communication: Someone who knows how to build and lead high-performing teams, coach talent, foster collaboration across departments and clearly communicate technical concepts to non-technical stakeholders.

Licenses & Certifications

- Certified Government Chief Information Officer (CGCIO) preferred—or willingness to become certified within 18 months of hire.
- Possession of or ability to obtain a valid Class C California driver's license with a satisfactory driving record.

[You can read the full job description here.](#)

Compensation & Benefits

The annual salary range for the Director of Innovation and Technology is \$143,532 – \$197,508 with a 2% COLA effective the first full pay period in July 2025.

At Team RC, we believe in creating a safe, inclusive and healthy work environment. We aim to offer benefits that promote work-life balance, financial security and healthy living.

- **Retirement** – California Public Employee’s Retirement System (CalPERS) [PEPRA or 2% @55 if Classic]
- **Medical** – \$1,500/month City paid
- **Dental** – City paid for employee and family
- **Vision** – City paid for employee and family
- **Executive Reimbursement** – Up to \$2,000 reimbursement towards an approved Executive Physical or Technology reimbursement per fiscal year
- **Deferred Compensation** – 6% City paid for employees. The City will match up to an additional 4%
- **Automobile Allowance** – \$500 per month
- **Management Leave** – 100 hours per fiscal year
- **Vacation** – 100 hours per year, increasing to 200 hours after fifteen years of service. Buyback option of up to 200 hours per fiscal year (employee must maintain 80 hours accrued).
- **Sick Leave** – 120 hours of sick time per year
- **Tuition Reimbursement** – Up to \$2,300 per fiscal year
- **Holidays** – 14 paid holidays (including three discretionary floating holidays) per year
- **Personal Leave** – 40 hours of sick leave or vacation time may be used for personal leave per fiscal year.
- **Bereavement Leave** – 80 hours of paid bereavement leave as needed and an additional 40 hours if leave is related to specific relatives outlined in the MOU.
- **Paid Natal and Adoption Leave** – 120 hours paid leave
- **Life Insurance** – City contributes 100% of the normal base salary plus \$75,000; Employee can elect additional life insurance for self, spouse and children
- **Long-Term Disability (LTD)** – Provided by City
- **Flexible Spending Account (FSA)** – Medical and Dependent Care available
- **Voluntary Employee Benefit Association (VEBA)** – Employee pays mandatory \$100 fee on a bi-weekly basis
- **Pet Insurance Available**

Ways We Support Our RC Family

Supporting employees and their families – Paid leave, health insurance, retirement benefits and on-site programs for babies and dogs

Access to a healthy lifestyle – On-site fitness centers, wellness programs (health and financial wellness and ongoing lunch and learns)

Financial support – Matching deferred compensation benefits and financial planning resources

Continuous learning – Yearly individualized, professional development plans, professional and personal learning opportunities, leadership and supervisory academies, tuition reimbursement and support for participation in professional organizations and conference attendance



Ready to join our team?

We want to hear from you! Send your resume and cover letter to Christine Martin at Talent@TripepiSmith.com by 6 p.m. on Friday, May 2, 2025.

Following the submission deadline, candidates will be screened for qualifications. Feel free to contact Christine Martin at 1-949-993-6531 should you have any questions.

Recruitment Timeline

Application Deadline: May 2, 2025

Tentative First Round Interviews: Week of May 12, 2025

Tentative Second Round Interviews: Week of May 19, 2025

Desired Start Date: July 1, 2025, if not sooner