



and

CalSAWS

Invites applications for the position of

Chief Technology Officer with (CalSAWS)

– via employment as an RGS Employee

\$162,780.58 - \$233,731.18 annually DOE/DOQ

The Position

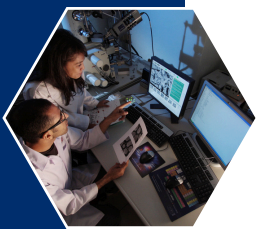
Are you a visionary leader with a passion for innovation and technology? We are seeking a Chief Technology Officer (CTO) to spearhead the technological development and implementation of systems that support the delivery of welfare services to millions of Californians. If you are driven by innovation and ready to lead a talented and dynamic team, we want to hear from you.

The Chief Technology Officer is responsible for leading ongoing technological development and implementation of CalSAWS and other ancillaries including BenefitsCal, Customer Service Center solution, and imaging. This position will provide hands-on leadership, lead a team to drive innovation, and oversee the design, development, and maintenance of the technology infrastructure.

Key Responsibilities:

- **Innovative Strategy & Roadmap:** Develop and implement a forward-thinking technology strategy, leveraging emerging technologies and industry best practices to meet current and future needs.
- **Team Leadership:** Lead a team of technology professionals in the design, development, and maintenance of our infrastructure, applications, and databases.
- **Culture of Innovation:** Foster a culture of continuous improvement, encouraging creative thinking and exploration of new technologies.
- **Security & Reliability:** Ensure the security, scalability, and reliability of our technology infrastructure, protecting sensitive data with robust measures.
- **Stakeholder Collaboration:** Work closely with stakeholders to identify and prioritize technological needs, aligning initiatives with organizational goals.
- **Stay Current:** Keep abreast of the latest technological advancements and industry trends, recommending innovative solutions.
- **Hands-On Leadership:** Provide technical guidance and promote a collaborative, high-performance work environment.
- **Vendor Management:** Manage vendor relationships and contracts to ensure cost-effectiveness and quality.
- **Data-Driven Decisions:** Oversee the implementation of data analytics and reporting capabilities for informed decision-making.
- **Disaster Recovery:** Develop and maintain disaster recovery and business continuity plans for our technology infrastructure.
- **Budget Oversight:** Assess vendor cost estimates, support budget preparations, and manage scope within approved budgets.
- **Compliance & Security:** Ensure compliance with relevant laws, regulations, and industry standards, with a strong focus on data privacy and security.

This position is a long-term position. CalSAWS supports a hybrid/remote work model, with expectations of frequent onsite work at the project location in the greater Sacramento area.





The Ideal Candidate will have:

- Proven experience providing direction, management, or oversight of major information technology projects.
- Strong organizational, management, and leadership abilities.
- Working knowledge of public assistance programs and state policy as it relates to SAWS.
- Proven track record of driving innovation and successfully leading large-scale technology projects and teams.
- Strong knowledge of software development methodologies, infrastructure management, and database administration.
- Experience in the design and implementation of complex, mission-critical systems.
- Familiarity with welfare programs and related regulations.
- Excellent leadership, communication, and problem-solving skills.
- Ability to provide hands-on technical guidance and mentorship to the technology team.
- Strong analytical and strategic thinking abilities.
- Demonstrated ability to adapt to changing technology landscapes and drive organizational transformation.



Core Competencies

The Chief Technology Officer will be a competent, creative, forward-thinking, local government manager with exceptional communication and leadership skills including proven skills in the following competency areas:

- **Leadership:** Inspires and motivates teams to achieve high performance.
- **Communication:** Clearly communicates technical concepts to non-technical stakeholders.
- **Strategic Thinking:** Aligns technology initiatives with organizational strategic goals.
- **Collaboration and Teamwork:** Builds effective relationships with cross-functional teams and external partners.
- **Adaptability and Flexibility:** Adapts to changing priorities and technological advancements.
- **Problem-Solving and Decision-Making:** Analyzes complex problems and makes timely, data-driven decisions.
- **Emotional Intelligence:** Demonstrates empathy, manages conflicts constructively.
- **Innovation and Creativity:** Promotes and implements innovative solutions.
- **Ethical Leadership:** Upholds ethical standards in all decisions and actions.
- **Project Management:** Successfully delivers technology projects on time and within budget.

Qualifications

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

Bachelor's degree in Computer Science, Information Technology, or a closely related field preferred.

and

Minimum of 5 years of experience in technology high-level leadership roles.

About CalSAWS

The 58 counties of California joined together to form the CalSAWS Consortium to represent the interest of county welfare agencies in the governance and management of technology projects and operations that support the automation of public assistance programs and services. The CalSAWS Consortium conducts government business and operates as a Joint Powers Authority (JPA), a legal entity under California law. The CalSAWS JPA oversees and controls the budgets, investments, contracts, and resources of the CalSAWS portfolio on behalf of the 58 counties. The JPA is governed and administered by its 12-member Board of Directors.

The CalSAWS Project delivers a statewide case management system in a cloud computing ecosystem, which was a more agile and economical model for technical infrastructure compared to traditional on-premise data centers. As of October 2023, all 58 California counties have migrated to a unified statewide system and are now in maintenance and operations (M&O) phase. CalSAWS will soon transition from its current systems integrator to new contracts/vendors for the infrastructure and maintenance and enhancements scope of work. This transition will occur in phases that will take place over a six to 12-month period.

The CalSAWS JPA is unstaffed. The CalSAWS Project Team is organized into eight (8) sections and teams, drawn from both Consortium members and vendor staff based on domains of responsibilities. This integrated team model streamlines communications, fosters collaboration, encourages knowledge sharing, blends resources for greater quality and productivity, and aligns project efforts.

[Additional information on the CalSAWS Project /the Executive Overview here.](#)





About RGS

Regional Government Services (RGS) is an innovative joint powers authority, a public agency that works exclusively with cities, counties, special districts, and other governmental entities throughout California. RGS serves the unique needs of our partners by providing a full complement of expert staff resources to the agencies we serve. Our Service Teams, headed by experienced Senior Advisors, and supported by over 125 team members, have worked with more than 150 agencies in the state. RGS is a virtual organization, providing effective and cost-efficient service to partner agencies through a mix of communication technology and onsite activity. With hubs in the greater Bay and Sacramento areas and Southern California, RGS's Service Teams are highly accessible and within reach of the agencies we serve, enabling RGS to provide services when and where they are needed.



What This Means for You

RGS partners with the CalSAWS JPA as one of the many vendors of staff expertise. Approximately 67 RGS employees are assigned to carry out activities in support of the CalSAWS mission. This partnership means that if you are employed as an RGS employee assigned to CalSAWS as the Chief Technology Officer (CTO):

- The CalSAWS Chief Technology Officer (CTO) will work under general direction and report to the CalSAWS Executive Director.
- RGS is a virtual organization, and RGS employees typically work together and with assigned partners remotely, using technology like Zoom, Ring Central and a secure VPN to communicate across the state. The CalSAWS JPA maintains several physical worksites in California, where project staff are convened. For this assignment as CalSAWS CTO, a mix of both onsite work and remote work is required. Most onsite work will take place in Roseville, California. Meetings may take place throughout the State of California.

Compensation and Benefits

The salary for the role of CalSAWS Executive Director is \$162,780.58 - \$233,731.18 annually DOE/DOQ. This is a full-time position which requires both onsite and remote work as appropriate. The primary project site is located in Roseville, California.

A comprehensive benefit package includes:

Retirement - RGS participates in a defined contribution 401(a) plan administered by Empower. RGS contributes 10% on behalf of the employee at employee's regular rate of pay. In addition, RGS offers an employee sponsored deferred compensation 457(b). Participation in the 457(b) plan is voluntary and funded by the employee through payroll deduction.

Health Insurance - Medical benefits are provided through the Public Agency Coalition Enterprise (PACE). Regional Government Services (RGS) offers three plan choices to qualified employees and eligible dependents. Employer contribution rate is 90% paid for an employee who averages 30+ hours/week.

Dental/Vision Insurance - Dental benefits are provided through Delta Dental for dental benefits. For 2024, RGS covers the entire cost of the premium for qualified employees and eligible dependents. Vision benefits are provided through VSP For 2024, RGS covers the entire cost of the premium for qualified employees and eligible dependents.

Employee Assistance Program - RGS offers Mutual of Omaha as an Employee Assistance Program to all employees. This is a confidential program offered to all employees at no cost. Services include, legal, financial, work & life, and identity theft assistance. Employees are entitled to six (6) face-to-face, telephonic, or web-video consultations per incident, per calendar year.

Paid Leave - Employees with full-time assignments to the CalSAWS project receive paid vacation (96 hours annually in years 1 – 5, up to a max of 192 hours.), holiday (13 paid days a year), and sick leave (in accordance with California Paid Sick Leave Law up to a max of 48 hours per year).

Flexible Schedule - Work hours are established as needed to carry out the assignment, with the understanding that some portion of time will be during core work hours of 8:00 a.m. – 5:00 p.m. PST, to deliver client support and information in addition to public meetings that occur outside of core hours.

[For additional benefits information for Group C \(CalSAWS assigned employees\) please click here.](#)





SELECTION PROCESS

Submit your qualifications by
August 12, 2024 before 11:59 PM
PST, to:

bit.ly/CalSAWS-CTO

To be considered for this exciting opportunity, candidates are invited to submit an application with a statement of interest and a focused resume detailing their recent (within the past 10 years) work experience and highlighting demonstrated career accomplishments relevant to this position.

When describing work history, projects, and programs managed, please include the name of each employer, number and composition of team(s) and your role(s), scope of responsibilities, and delivered products or services.

Each candidate's background will be evaluated on the basis of information submitted at the time of application, and qualified candidates will participate in a preliminary remote interview. Only the most qualified candidates will be invited to participate in a structured interview process.

The highest value RGS can bring is to share our experiences with our clients, constantly refining best practices to provide quality expertise to the benefit of all our Partners.

ADDITIONAL INFORMATION

Inquiries about the position may be directed to Kay Randolph-Pollard at krandolphpollard@rgs.ca.gov or 650-587-7314.

CalSAWS project questions may be directed to Holly Murphy at murphyh@calsaws.org or 916-549-5696.

RGS is not responsible for failure of internet forms or email transmission in submitting your application. Candidates who may require special assistance in any phase of the application or selection process should email krandolphpollard@rgs.ca.gov.



Regional Government Services is an Equal Opportunity Employer