



“PEOPLE TO MATCH OUR MOUNTAINS.”
BUNCOMBE COUNTY, NORTH CAROLINA

Buncombe County, North Carolina is seeking a Director of Information Technology.

The community boasts unparalleled aesthetic beauty in tandem with established and ever-growing diverse and cosmopolitan amenities. With a population of more than 263,000 people and spanning 660 square miles, Buncombe County is the perfect intersection of mountain charm and creature comforts. Asheville is the county seat, and there are five other municipalities, as well as a mix of unincorporated areas. Here you'll find a unique mix of urban and rural communities, all a short drive from cities such as Charlotte, Atlanta, Knoxville, and more. Buncombe is known for its natural beauty and is surrounded by multiple national parks. An evening drive on the Blue Ridge Parkway is an unforgettable scenic trip with breathtaking views of our majestic mountains.

More than 225 years old, Buncombe County was home to many indigenous towns primarily occupied by the Cherokee People, but was also home to other indigenous cultures like the Catawba People. Buncombe County has compiled an impressive roster of historically notable visitors and residents such as George Vanderbilt, E.W. Grove, Thomas Wolfe, F. Scott Fitzgerald, Nina Simone, Roberta Flack, and others whose imprints are scattered throughout the county.

The iconic Biltmore House is the country's largest privately owned residence, still owned by George Vanderbilt's descendants and receives more than one million visitors every year.

Buncombe County is home to two innovative public school systems, charter schools, a community college with diverse offerings, private colleges, and the University of North Carolina at Asheville. Whether it be venerable institutions or up-and-coming businesses, Buncombe County has the infrastructure, outdoor amenities, and quality of life that continues to attract top-notch talent from around the world.





The Position: Information Technology Director

Buncombe County is a caring community in harmony with its environment where residents succeed, thrive, and realize their potential. Our mission is to promote a healthy, safe, well-educated, and thriving community with a sustainable quality of life; to provide effective and efficient government our citizens can trust; and to deliver needed service through a responsive work force committed to excellence, integrity, and teamwork.

Purpose of the position:

The primary purpose of this position is to direct, manage, and provide leadership to the operations and activities of the County Information Technology Department to ensure reliability, resilience, and expandability to meet current and future business needs in alignment with business strategies and organizational goals.

Essential functions of the position:

- Responsible for overseeing daily department operations, developing and implementing strategic planning goals, managing divisional budgets, and technology changes.
- Formulate and deploy long-term strategic plans for acquiring and enabling efficient and cost-effective information processing and communication technologies.
- Manage department operational and strategic planning, including business requirements, project planning, and organizing and negotiating the allocation of resources.
- Integrate systems in accordance with organizational strategic objectives.
- Develop, implement, and reassess short and long-term information plans.
- Identify and mitigate emergent issues in technology services through leadership, effective collaboration, and communication; identify and act upon organizational technology needs through executive-level participation and engagement.
- Develop and review budgets for and from department divisions and ensure compliance with stated goals, guidelines, and objectives; develop and manage the IT budget; manage IT capital budgets when appropriated.
- Review performance of IT systems to determine operating costs, productivity levels, and upgrade requirements.
- Oversight of Chief Information Security Officer and security program including continuity of operations.
- Develop and implements all IT policies and procedures, including those for architecture, security, disaster recovery, standards, purchasing, and service provision.
- Manage IT staffing, including recruitment, supervision, scheduling, development, evaluation,

and disciplinary actions.

- Establish and maintain regular written and in-person communications with the organization's executives, department heads, and end users regarding pertinent IT activities.
- Perform other related duties as assigned.

Minimum Education, Training and/or Experience (required at time of hire):

Bachelor's degree in computer science, information systems or a related field and ten (10) years of relevant experience in IT including three (3) years of managerial experience; or an equivalent combination of education and experience.

Program Specific Knowledge, Skills and Abilities:

- Knowledge and understanding of departmental and County personnel policies and procedures, including knowledge of the laws, regulations, and policies governing departmental programs and operations.
- Knowledge of various operating systems, cloud computing, network platform, and hardware and software platforms as they relate to information security, or experience managing staff with those responsibilities.
- Ability to effectively plan, coordinate, and evaluate the work of others.
- Ability to apply information security principles to business solutions.
- Ability to initiate and install administrative programs and procedures and to evaluate their effectiveness.
- Ability to act as a liaison and effectively communicate information security topics (e.g., data constraints, information needs) to both technical and non-technical audiences at all levels of the organization.
- Ability to identify and manage information security risks, vulnerabilities, threats, and incidents at an enterprise level.
- Strong situational analysis and decision-making abilities.

Location: Asheville, NC

Job Posting End Date: October 17, 2021

Salary Range: \$103,297.13 - \$136,868.69

Buncombe County Government realizes the importance of a diverse professional workforce and the need to foster a responsive and innovative organizational culture, one that fully engages all of our employees, honoring and building on each employee's unique experiences, opinions, and perspective.

It is the policy of Buncombe County to provide equal employment opportunities (EEO) to all persons regardless of race, color, religion, sex, national origin, political affiliation, physical or mental disability, age, veteran status, genetic information, sexual orientation, gender identity or any other legally protected class under federal or NC State law. In addition the Agency expressly prohibits any form of workplace harassment or discrimination.

Applicants for employment are invited to participate in the affirmative action program by reporting their status as a protected veteran or other minority. In extending this invitation, we advise you that: (a) workers (applicants) are under no obligation to respond but may do so in the future if they choose; (b) responses will remain confidential within the human resource department; and (c) responses will be used only for the necessary information to include in our affirmative action program. We are a company that values diversity. We actively encourage women, minorities, veterans and disabled employees to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

**TO LEARN MORE ABOUT
OUR ORGANIZATION, VISIT
BUNCOMBECOUNTY.ORG**

