

Inviting Applications for Chief Information Officer



Camden County, Georgia

About the County



Created as one of Georgia's original counties on February 5, 1777, Camden County is located in the southernmost corner of the state along the Atlantic Ocean. The county is rich in history, scenic beauty, and southern hospitality.

The small, quaint, coastal community is nestled among two metropolitan areas. One can enjoy the tranquility of a charming community while still having access to urban amenities. Less than an hour drive to Jacksonville, Florida metropolitan amenities and attractions are abundant. The NFL's Jacksonville Jaguars, minor league baseball, minor league hockey, as well as cultural opportunities to include museums, boutique galleries, festivals, and performing arts are among the many. Travelers also have easy access to Jacksonville International Airport, Jacksonville Beaches, and cruise ships at the Port of Jacksonville. A half hour drive north is Georgia's Golden Isles, Jekyll and St. Simons Islands, which provide beach adventures and more for the whole family.



The cities of Kingsland, St. Marys, and Woodbine are the incorporated areas of Camden County. The 2022 Census lists Camden County's total population as 57,013.



The Camden County school system offers superior education to over 9,000 students in nine elementary schools, two middle schools and one high school. The high school offers 45 official extracurricular activities for students, as well as the renowned Wildcat football team. The Wildcats won three Georgia State championships in 2003, 2008 and 2009. In 2022 the district maintained a 94.3% graduation rate. Camden County is a great place to live, work, play, and raise a family.

About the Government

The Camden County Board of Commissioners is comprised of five members elected through district elections for staggered, four-year terms. The Board of Commissioners makes policies, adopts laws, and sets budget limits and tax rates amongst its duties.

The Board appoints a County Administrator who is chosen by and responsible to the Board of Commissioners. The County Administrator oversees the day-to-day operations of the County, advises the Board, and implements Commission policy.

Annually, the Board of Commissioners update a Strategic Plan for the county. The 2023-2024 Strategic Plan includes four goals:

- Financially Sound County Government- Providing Exceptional Service and Value
- Grow the Local Economy
- Great Place to Live
- Managed Growth and Plan for Resiliency

The mission of Camden County Government is to deliver defined county services with exceptional customer service and in a financially sustainable and transparent manner.



About the Community

The county is home to Naval Submarine Base Kings Bay, the home of Submarine Group 10 and Ohio-class submarines. Established in 1978, the base is the largest employer in the area and encompasses 16,994 acres, of which 4,000 acres are protected wetlands, and serves as a driver of quality growth within the county. Many recreational opportunities exist throughout the county. Several golf courses, numerous parks and trails, hunting, fishing, and boating on the county's waterways are all exceptionally popular activities for both residents and visitors.

The county is also the gateway to Cumberland Island National Seashore, one of only ten national seashores in the United States. The island covers about 40 square miles and is Georgia's largest and southernmost barrier island. It is home to pristine maritime forests, undeveloped beaches, and wide marshes. Visitors can enjoy camping, hiking, bird-watching, beach combing, historical architecture and photography. Access to the island is via a passenger ferry located in downtown St. Marys. For cultural enthusiasts, the St. Marys Little Theater offers live performances, community participation, workshops and other outreach programs. Featured in Georgia Traveler, the Woodbine Opry, located in the Old Woodbine Schoolhouse, performs every Friday and Saturday night. The opry offers bluegrass, gospel and country music performances.

Medical care is excellent in Camden County. Southeast Georgia Health Systems Camden Campus was previously awarded Georgia Alliance of Community Hospital's "Small Hospital of the Year". The hospital offers a 40-bed acute care facility with a 24-hour Emergency Care Center, Intensive Care, Medical- Surgical unit, Maternity Care Center and a Cancer Care Center. Plus, Jacksonville-area medical facilities, including the Mayo Clinic, are a short drive away.



Award-Winning Government
CAMDEN COUNTY
GEORGIA

Challenges and Opportunities

The Chief Information Officer (CIO) position in Camden County presents challenges and opportunities that require a strategic and adaptable leader. Here's an overview:

Attracting and retaining skilled IT professionals in a rural location is a significant hurdle. The limited local talent pool and the competition from urban areas make it difficult to recruit experienced candidates.

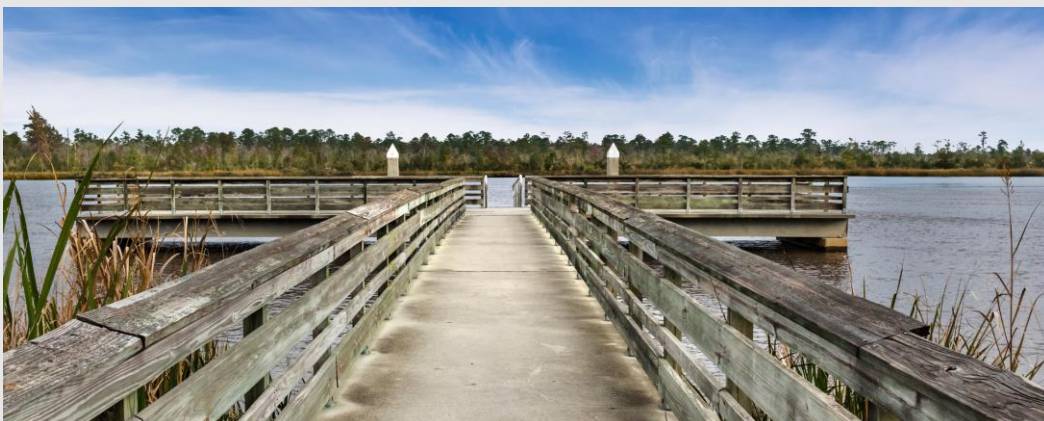
The department has a robust and secure technology infrastructure, providing a strong platform for further development. This stability allows the new CIO to focus on innovation and improvement rather than foundational fixes.

Several initiatives are already in motion, offering the incoming CIO the opportunity to influence their direction and success. Being involved from the beginning stages allows the new leader to make a significant impact.

The support and collaboration of other department heads will facilitate a smooth transition, providing a network of allies to help the new CIO implement strategies and achieve goals.

The administration's openness to change presents an opportunity to address performance issues more effectively and make necessary adjustments. This flexibility can enable the CIO to drive performance improvements and implement innovative solutions.

Overall, the CIO role in Camden County offers a mix of challenges and opportunities. For the right candidate, this position will provide the chance to lead a capable team, leverage a strong technology foundation, and drive meaningful change in a supportive environment.



About the Position

The Information Technology Department consists of a total of six positions including the Chief Information Officer supporting the Camden County IT infrastructure and needs of the various county departments.

- Directs department operations to deliver technology services to the Board of Commissioners, all elected county offices, county management, county departments, and other public sector agencies.
- Plans and implements strategies to deliver cost-efficient, effective, secure, and reliable IT services that meet the county's overall goals, business objectives, and long- and short-term strategies.
- Develops and oversees IT budgets and monitors all technology purchases through the county.
- Consults with department heads, the County Administrator and Deputy County Administrator, and elected officials to identify technology needs and solutions.
- Hires, trains, assigns, directs, supervises, evaluates, and disciplines personnel.
- Provides direction for the IT Department, as related to strategic planning, product standardization, product identification, and IT architecture, engineering, and design.
- Provides direction for county cyber-security operations; serves as Local Agency Security Officer to Probate Court as related to GCIC CJIS access.
- Researches, evaluates, and purchases hardware and software; presents recommendation to the Board of Commissioners.
- Manages and oversees vendors, contractors, and service providers, including vendor selection, cost control, vendor security assessments, and contract negotiations.
- Develops, presents, and implements IT policies and procedures.
- Implements, monitors, and manages systems and solutions at all levels, including IT security.

The Ideal Candidate

- The Chief Information Officer (CIO) for Camden County Government should possess a unique blend of skills, knowledge, and characteristics tailored to the needs of a government organization. The new CIO will provide Visionary Leadership having the ability to envision the future of technology and align it with the county's strategic goals; be a Strategic Thinker capable of developing long-term IT strategies that support the overall mission and objectives of the county.; be a Collaborator who works well with other departments, fostering partnerships to ensure that technology solutions meet county-wide needs.
- The new CIO must be Adaptable and comfortable working in a fast-paced environment with rapidly changing technologies and priorities, as well as Customer-Focused with the ability to prioritize the needs of citizens and county employees, ensuring that IT services are user-friendly and effective. The ideal candidate will have an understanding of local government IT operations, including legal, regulatory, and financial constraints; must have familiarity with public sector IT governance frameworks, cybersecurity standards, and compliance requirements and will have in-depth knowledge of current and emerging technologies, including cloud computing, cybersecurity, data analytics, and digital transformation. The CIO position requires strong Leadership and Team Management with a proven ability to lead and develop IT teams, manage performance, and foster a positive work environment; Project Management proficiency in managing complex IT projects, including resource allocation, timelines, and stakeholder communication and Cybersecurity expertise including identifying, managing, and mitigating cybersecurity risks to protect government data and infrastructure. These characteristics, knowledge, skills, and abilities will enable a CIO to drive technology initiatives that enhance the efficiency, security, and service quality of Camden County Government.
- The ideal director should adequately communicate with staff at all levels, the public, Board of Commissioners, and Administration, demonstrated with strong oral and written skills. The ideal candidate will have a proven ability to collaborate with individuals across various levels of government, showcasing a track record of achievement in operations and management. Sound judgment and common sense are imperative; multitasking is critical. The most suitable candidate will be intelligent, upbeat, friendly, outgoing, organized, positive, and a progressive leader—an individual with an open mind and a can-do attitude. Flexibility, consistency, cheerful persistence, energy, and calmness are essential qualities for effective leadership.

MINIMUM QUALIFICATIONS

- Bachelor's degree in public or information technology, information security, business administration, business management, or related field preferred, but not required.
- Five years of experience in information technology of a similar size and complexity to Camden County or any equivalent combination of education, training, and experience which provide the requisite knowledge, skill, and ability to perform the essential functions of the job.
- CISSP certification and either a CGCIO or LGCIO certification.
- Possession of or ability to readily obtain a valid driver's license issued by the State of Georgia.

Compensation & Benefits

Compensation & Benefits:

The expected hiring range for this position is expected to be within the range of **\$100,000 - \$110,000**, contingent upon the qualifications of the chosen candidate. The package includes comprehensive benefits including health, dental, and vision insurance. The county extends additional perks such as an employee medical clinic and an EAP program. County-paid life and disability insurance are part of the benefits, along with 457 and 401a retirement plans featuring county matching contributions. Following the first year of employment, the county will match retirement contributions up to 9%. Furthermore, a generous annual and sick leave program is offered, and relocation expenses are subject to negotiation.

How to Apply:

Interested candidates must submit by email a cover letter, resume, a list of at least five job related references (name, email and phone numbers), as well as salary history **no later than close of business on October 9, 2024; to Lisa Ward, Senior Associate at lisaward912@gmail.com**. Please contact Lisa Ward with any questions at 706-983-9326.



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Camden County is an Equal Opportunity Employer. Qualified applicants are considered for positions without regard to age, color, disability, marital status, national origin, race, religion, sex, veteran status, or any other category protected by law.

