

General Manager, Information Technology

City of Guelph | Ontario

ABOUT THE CITY OF GUELPH

When you join the City of Guelph, you join a team of 2,000 full and part-time employees who deliver services the community relies on every day. Together, Guelph's employees bring to life a vision of an inclusive, connected, and prosperous city where employees and citizens look after each other and their environment. As a regional top employer, the City of Guelph values its employees and offers competitive salaries, excellent benefit packages, opportunities for professional development, a healthy work-life balance, and many roles with flexible work options. Guelph's corporate values are integrity, service, inclusion, wellness, and learning. Guelph is consistently ranked as one of the best places in Canada to live, work, and play—all good reasons to consider a career in this beautiful city.

ABOUT THE ROLE

We are recruiting a **General Manager, Information Technology** for the City of Guelph. Under the leadership of the Deputy CAO, Corporate Services, the successful candidate will:

- Advance the vision for information technology at the City of Guelph.
- Lead technology strategy, governance, and policy matters throughout the corporation.
- Promote a culture of innovation, digital transformation and user-centricity built from strong foundational data and system structures to ensure sustainability of technology solutions.
- As a strategic business partner, work collaboratively with department leaders to advance service delivery as One City.
- Lead a progressive team of IT professionals, cultivating a positive and engaging workplace, in an effective departmental design with modern jobs that reflect the future of IT in a rapidly changing technology environment.

PRIMARY RESPONSIBILITIES

Leadership:

- Participate in strategic planning as a member of the Corporate Services leadership team.
- Provide visible, positive leadership to staff.
- Lead and foster an engaged, high performing team; promoting continuous learning, accountability, professional development, and innovation.

Department Management:

- Establish long-term direction / strategic orientation consistent with the City of Guelph Strategic Plan.
- Oversee the implementation of the Digital and Technology Master Plan and lead subsequent updates to this critical corporate strategy.
- Encourage IT leaders to leverage the power of technology by working proactively with departments to identify and achieve goals, objectives, and long-term strategic directions.

- Lead in planning, consolidating, and implementing enterprise information systems to support and advance City operations and to achieve more effective and cost beneficial enterprise-wide IT operations.
- Develop and maintain enterprise architecture maps to guide technology decisions that ensure efficient, effective, and sustainable solutions.
- Lead the work of the IT department and manage the department's human, physical and financial resources.

Performance Monitoring and Measurement:

- Monitor the department's annual performance against established departmental objectives, key performance indicators and industry best practices.
- Guide the design and implementation of appropriate policies, procedures, architectures, and security protocols throughout the organization.
- Proactively identify and mitigate enterprise risks associated with IT Management.
- Be responsible for the effective operation of IT governance structures.

Financial Management:

- Be responsible for the preparation, presentation and management of the department's multi-year capital and operating budgets as well as the City's corporate IT operating budget.
- Develop sound business cases to demonstrate recommended options and value of new/changing investment in technology.

QUALIFICATIONS

- University degree with a major in Computer Science or a related field and experience in advancing a strategic vision for technology. Candidates with an equivalent combination of education and experience will be considered.
- Experience operating an effective IT governance framework within a medium to large organization, leading business transformation through technology. Public sector experience is considered an asset.
- Skills in effective change management techniques, strategic planning, operational planning, group facilitation, project management and continuous improvement.
- Comprehensive knowledge of information technology systems and software and the ability to manage the entire spectrum of IT operations.
- Effective communication, presentation, and relationship management skills with a proven record of establishing effective relationships with elected officials, staff at all levels, the community and strategic business partners.
- Experience in the administration of budgeting, financial control, and human resource management.
- Ability to manage complexity and multiple competing priorities in environments or projects that are nonlinear and fast-paced.

In keeping with our corporate value of wellness, the City of Guelph recognizes the many benefits of hybrid work arrangements including flexibility and better work-life balance for our employees. Where the work permits, employees will have the ability to participate in our Hybrid Work and our Flexible Time programs.

DIVERSITY AND ACCOMMODATION

The City of Guelph is an equal-opportunity employer that values diversity in the workplace. We are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005. If you require accommodation to participate in the hiring process, please contact us to make your needs known in advance. Personal information collected through the recruitment process will be used solely to determine eligibility for employment.

HOW TO APPLY

To express interest in this exciting opportunity, e-mail your cover letter and resume to:

Patrick Rowan, Partner, Feldman Daxon Partners

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Tel: 416-515-7600 x254 | Email: prowan@feldmandaxon.com

About Feldman Daxon Partners

Feldman Daxon Partners is Canada's longest-standing national provider of executive search, career transition, and coaching/leadership development services. For over 30 years, we have been at the forefront of innovation in human resources consulting by integrating these three services. Our Executive Search practice has been locating top talent for senior executive and managerial positions on a retainer-fee basis since our firm was founded in 1991. Our unwavering set of core values and dedication to client service has allowed us to build and maintain relationships with hundreds of clients in every market sector, and across Canada. Regular communication, high-quality candidate shortlists, industry knowledge, judgment, and expediency in our retainer search services are all reasons Canada's leading companies choose to partner with the professionals at Feldman Daxon.