



City of Cedar Rapids
Information Technology Director

SALARY	\$61.77 - \$86.48 Hourly \$128,481.60 - \$179,878.40 Annually	LOCATION	Cedar Rapids, IA
JOB TYPE	Full-Time	REMOTE EMPLOYMENT	Flexible/Hybrid
DEPARTMENT	Information Technology	OPENING DATE	03/17/2026
FLSA	Exempt	BARGAINING UNIT	NON_BARGAINING

About

The City of Cedar Rapids is seeking an experienced and forward-thinking **Information Technology Director** to lead the City's technology strategy, operations, and innovation initiatives. This executive leadership role is responsible for planning, organizing, and directing all information technology services and infrastructure supporting City departments, public safety systems, and municipal operations.

Please review our [Information Technology Director Brochure](#) to learn more about this exciting leadership position.

About our Organization

At the City, we are committed to employing individuals who reflect our community's diverse backgrounds and this position is crucial in the success and strategic direction of a growing and evolving community. We appreciate and leverage the vast experience individuals bring beyond the technical requirements of a job. If you are an individual with similar experience listed here please consider applying. Experience and skills combined with commitment to our core values is key to building a greater community now and for the next generation.

About our Community

Nestled in the heart of Iowa, Cedar Rapids is our vibrant and diverse community known for its rich history, culture, and natural beauty. Our city has a strong sense of community which can be seen at any of our numerous parks, recreational opportunities, and family-friendly events year round. You can also explore our thriving downtown district, filled with shops, restaurants, and entertainment options, or take a stroll along the Cedar River, which runs through the heart of the city. [Cedar Rapids - Why you should live here!](#)

About this Opportunity

Serves as the City's senior technology executive responsible for the strategic direction, governance, and operational performance of all information technology functions. Leads five divisions including enterprise applications, infrastructure, cybersecurity, GIS and customer support.

This position will be advertised until filled.

The City of Cedar Rapids does not offer sponsorship for employment authorization.

Position Functions

Job Duties and Responsibilities

- Directs all IT operations across five divisions — Infrastructure, Enterprise Application Systems, Customer Support, GIS, and Administration including staff, contractors, and vendor partnerships.
- Develops and executes multi-year IT strategic plans that align technology investments with City priorities.
- Oversees enterprise systems lifecycle including procurement, implementation, and sustainment of hardware, software, network, and application platforms.
- Develops and administers operating and capital budgets; forecasts multi-year funding requirements for technology programs and infrastructure.
- Directs the City's cybersecurity program including risk assessment, incident response, and compliance with frameworks such as NIST, CSF, and CJIS.
- Supervises, plans, and directs the work of assigned staff; leads professional development of staff across all divisions.
- Advances the City's GIS and data strategy including geospatial services, data governance, and public-facing data resources to support transparency and community engagement.
- Evaluates emerging technologies to improve operational efficiency and service delivery.
- Establishes and maintains an IT governance framework ensuring transparent decision-making, accountability, and consistent service delivery across all technology initiatives.
- Works with Director Team to develop and analyze programs and policies.
- Manages a transparent project portfolio to prioritize, track, and communicate project status and outcomes to City leadership and stakeholders.
- Performs related work as required.

Qualifications

Required Education and Experience

- Bachelor's degree from an accredited college or university in Computer Science, Information Technology, Business Administration, or a related field and seven (7) to nine (9) years of progressively responsible information technology experience including senior leadership directing multiple teams or divisions; or an equivalent combination of education and relevant experience (e.g., one year of relevant experience may substitute for one year of education).
- Demonstrated success in organizational leadership and staff management.
- Experience managing enterprise-level IT budgets, capital programs, and vendor contracts.
- Strong written, verbal, and interpersonal communication skills.
- Ability to work collaboratively with diverse populations.

Required Licenses or Certifications

- CJIS Security Awareness Acknowledgment: Required for all IT positions not designated for NCIC access.
- NCIC Certification: Must be obtained within 6 months of hire and maintained annually, as applicable to the position.
- ITIL v4 Foundations Certification: Required within one year of hire.

Desired Qualifications

- Master's degree in Information Technology, Public Administration, or a related field.
- Relevant professional certifications (e.g., PMP, CISSP, CGCIO, ITIL).
- Experience in municipal or public sector IT leadership, including cybersecurity risk management (e.g., NIST) and support for CJIS-compliant public safety systems.

Work Schedule

- Monday - Friday 8:00am to 5:00pm

Benefits

We offer benefits and beyond for our employees and their families!

- Multiple health insurance plans administered by Wellmark Blue Cross and Blue Shield with low employee premiums, deductibles, and co-insurance (view our benefits summaries for more information: [Choice Plan \(Download PDF reader\)](#) and [Traditional Plan \(Download PDF reader\)](#))
- Expansive Wellness Program and low cost onsite exercise facilities
- Dental Insurance with Delta Dental of Iowa
- 100% city paid basic life insurance
- Other voluntary benefits offered including vision, long-term disability, and supplemental life insurance
- IPERS Retirement - Iowa Public Employees Retirement System, with contributions of 6.29% employee/ 9.44% City ([IPERS](#)). ([Download PDF reader](#)).
- Deferred Compensation (IRS Section 457) retirement programs
- Generous paid time off AND 11 paid holidays per year
- Paid Parental Leave program with 4 weeks of paid time off
- Annual salary increases, AND an annual across-the-board increase (determined by available budget)
- Longevity Pay for years of service
- Educational assistance up to \$3,000 per year
- A culture that is supportive and committed to professional development opportunities
- Public Service Loan Forgiveness – Employees may qualify for the PSLF program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments while working full-time for a qualifying employer. [See more information here](#)

Equal Opportunity/Affirmative Action Statement

The City of Cedar Rapids is an equal opportunity/affirmative action employer. All job applicants will receive consideration for employment free from discrimination on the basis of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability and genetic information (including family medical history).

Applicants with Disabilities

We respect and value people with disabilities and are committed to providing a workplace culture of disability inclusion. People with disabilities are supported during the hiring process and are encouraged to apply for employment with the City of Cedar Rapids. In support of the Americans with Disabilities Act, reasonable accommodations will be provided to those in need of assistance with the application and interview process. To request an accommodation, contact the City's Human Resources department by phone at 319-286-5000 or by email at hr@cedar-rapids.org.

Employer

City of Cedar Rapids

Address

101 1st Street SE

Cedar Rapids, Iowa, 52401

Phone

319-286-5000

Website

<http://www.cedar-rapids.org/>

Information Technology Director Supplemental Questionnaire

*QUESTION 1

Do you possess a Bachelor's degree from an accredited college or university in the social sciences, Information Technology, Business Administration, or a related field?

- Yes
 No

*QUESTION 2

Do you possess 7 years of progressively responsible information technology experience including senior leadership directing multiple teams or an equivalent combination of education and experience?

- Yes
 No

*QUESTION 3

Please share your information technology experience including senior leadership directing multiple teams or divisions.

*QUESTION 4

Please share your experience managing enterprise-level IT budgets, capital programs, and vendor contracts

*QUESTION 5

Are you able to obtain a NCIC Certification within 6 months of hire and maintain it annually?

- Yes
 No

*QUESTION 6

Are you able to obtain a ITIL v4 Foundations Certification within 1 year of hire?

- Yes
 No
 Already have a ITIL v4 Foundation Certification

*QUESTION 7

Please share an experience you have in municipal or public sector IT leadership roles, including cybersecurity risk management and support for CJIS-compliant public safety systems.

QUESTION 8

Do you currently hold any of the professional certifications below? Please mark which ones apply to you.

- Project Management Professional Certificate
 Certified Information System Security Professional Certificate
 Certified Government Chief Information Officer Certificate
 Information Technology Infrastructure Library Certificate

* Required Question