INFORMATION TECHNOLOGY DIRECTOR

CITY OF
Grand Junction
COLORADO

THE COMMUNITY

Grand Junction is Western Colorado's hub for healthcare, education, culture, and commerce. Nestled at the confluence of the Colorado and Gunnison Rivers and framed by the Grand Mesa, the Book Cliffs, and the Colorado National Monument, the city offers a rare combination of natural beauty and opportunity.

With more than 70,000 residents and a regional reach of over 160,000, Grand Junction provides the amenities of a larger city while maintaining a welcoming, small-town feel. Boasting over 245 days of sunshine each year, it is a paradise for outdoor enthusiasts who hike, bike, raft, fish, and ski against some of the West's most breathtaking backdrops.

Downtown is vibrant with festivals, art walks, and public art, while the surrounding wine country features more than 30 local wineries. Colorado Mesa University, enrolling over 11,000 students, further enriches the community's cultural and educational life. The Grand Junction Regional Airport provides convenient access to major destinations across the West, enhancing both connectivity and opportunity.

Learn more about all that Grand Junction has to offer through Visit Grand Junction, visitgrandjunction.com

THE ORGANIZATION

The City of Grand Junction is a home-rule municipality operating under a Council–Manager form of government. With more than 880 full-time employees, the City provides a full spectrum of municipal services, including public safety, utilities, transportation, parks and recreation, and destination marketing.

City employees are guided by three core values: Continuous Improvement, Collaborative Partnerships, and Exemplary Service. These values are reflected in the City's approach to governance, where innovation, teamwork, and accountability are embedded in the culture. City leadership takes pride in building strong community connections and regional partnerships to advance long-term priorities.

THE IT DEPARTMENT

Grand Junction's Information Technology (IT) Department delivers essential technology services that power every aspect of City operations. With an annual operating budget of $10 million and a team of more than 25 skilled professionals, the department provides comprehensive support to all City departments, ensuring reliable, secure, and innovative technology solutions.

IT staff manage mission-critical public safety system, including 911 dispatch, records management, fire station alerting, and portable and mobile radio communication, while also supporting a wide range of enterprise applications such as financial management, payroll, permitting, document management, utility billing, and asset management.

The department oversees the City's information security program, safeguarding systems and data, and maintains an extensive geographic information system (GIS) that enhances decision-making for City departments and provides valuable tools and information to the community. Together, these services form the backbone of efficient, responsive, and modern municipal operations.

THE IDEAL CANDIDATE

The IT Director serves as the Department Director for the City's Information Technology Department and as a key member of the City's Executive Leadership Team, helping shape organizational strategy and advance citywide priorities.

The City is seeking a forward-thinking, collaborative technology leader with a demonstrated record of progressive responsibility in municipal or enterprise IT environments. The ideal candidate will bring deep experience overseeing complex technology operations, including infrastructure and security, GIS, application development, public safety systems, and customer support, while also providing strategic vision that guides the City's long-term technology direction. This leader will combine operational and executive experience to lead teams, coordinate citywide technology, and support the City Manager with innovative, responsive service.

The successful candidate will instill trust across the organization by demonstrating honesty, integrity, and authenticity. This leader will bring a strong strategic mindset, ability to collaborate effectively, while maintaining a strong customer focus. This candidate will communicate effectively and cultivate innovation, championing new and better ways to enhance service delivery, cybersecurity, and operational efficiency. This leader will drive vision and purpose and build effective teams. Equally important, the IT Director will lead with the courage to address difficult issues and make sound decisions in complex situations and balance stakeholder needs.   Ultimately, this individual will serve as a visible and trusted ambassador for the department, representing the City with professionalism, purpose, and a commitment to continuous improvement.

LEADERSHIP COMPETENCIES

Instills Trust – gaining the confidence and trust of others through honesty, integrity, and authenticity.

Strategic Mindset – seeing ahead to future possibilities and translating them into breakthrough strategies.

Collaborates – building partnerships and working collaboratively with others to meet shared objectives.

Customer Focus – building strong customer relationships and delivering customer-centric solutions.

Communicates Effectively – developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Cultivates Innovation – creating new and better ways for the organization to be successful.

Drives Vision and Purpose – painting a compelling picture of the vision and strategy that motivates others to action.

Builds Effective Teams – building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.

Courage – stepping up to address difficult issues, saying what needs to be said.

Balances Stakeholders – anticipating and balancing the needs of multiple stakeholders.

MINIMUM QUALIFICATIONS

Seven years of increasingly responsible information technology systems administration experience, including three years of administrative and supervisory responsibility.

Equivalent to a Bachelor's degree from an accredited college or university with major course work in computer science, information technology systems, or a related field.

COMPENSATION AND BENEFITS

Expected Hiring Range: $146,390 - $167,757, DOQ
Comprehensive Executive Benefits Package, including:
- Medical, dental, and vision insurance
- Life and AD&D, short- and long-term disability
- Empower 401a with 9% City match
- 457(b) deferred compensation with 1% City contribution
- Paid Time Off, including eleven paid holidays
- 40 hours of Paid Time off awarded on the first paycheck
- Access to the City's Employee Health Clinic (primary care, physical therapy, massage therapy, behavioral health)
- City's Employee Child Care Center
- Employee Assistance Program, wellness incentives, and voluntary benefits

HOW TO APPLY

Submit a City application and resume online at gjcity.org/jobs

The City will accept applications between December 12, 2025, and January 4, 2026.

HIRING TIMELINE

- Virtual Interviews will occur in the week of January 12, 2026.
- On-site process will occur during the week of January 19, 2026.
- Pre-employment screening commences within one to two weeks of the in-person process.

START DATE

The City's preference is for the new IT Director to begin as soon as possible after the recruitment process is complete. At the same time, the City recognizes that most candidates are serving in critical roles within their current organizations and will need to ensure a smooth transition. Accordingly, the City will work collaboratively with the selected candidate to determine an appropriate start date.