Team Development
- Hire, develop, evaluate, and retain a highly qualified team of IT professionals.
- Foster a culture of innovation, transparency, and accountability in IT.
- Promote a “customer-first” mentality at all levels of the IT organization.
- Ensure that the organization has strong systems analysis and project management skills, and the ability to execute business-critical projects.
- Develop and maintain a plan that provides for succession and continuity in the most critical IT management positions.

IT Operations
- Direct the design, planning, implementation, and maintenance of the computing infrastructure that supports the company’s operations and business applications.
- Establish metrics and data analytics for managing IT effectiveness and for measuring the impact of IT on the business in fighting cyber threats, managing application delivery, coordinating city-wide IT services and helping Glendale innovate as a smart city.
- Maintain oversight of all IT projects, ensuring that commitments are properly planned, staffed, monitored, and reported.
- Establish a comprehensive enterprise information security program to ensure the integrity, confidentiality, and availability of relevant data.
- Lead the design and implementation of an enterprise-wide disaster recovery and business continuity plan.
- Establish and enforce IT policies, processes, portfolio management, development standards, and methodologies.
- Monitor the industry for developments in IT operations; evaluate and implement relevant new tools and service management frameworks.
- Review, recommend, and oversee all vendors and managed service agreements for computing, telecommunications, IT services, and equipment.

In addition to the requirements that are outlined above, City leadership has identified the following additional traits and competencies that the ideal candidate will possess:
- Excellent public presentations and the ability to effectively convey technical material to elected officials and the public;
- Demonstrated experience driving digital transformation and business growth through innovation while at the same time possessing the ability to design and implement comprehensive approaches to cyber security and risk management;
- Possesses solid knowledge in emerging technologies, and the ability to apply these in the service of the organization’s key business goals;
- Experience leading complex, major change initiatives; demonstrated skills in change management;
- Knowledge of a range of vendor technology solutions; able to select and integrate the most appropriate technologies to support the business;
- Outstanding organizational skills and the ability to manage multiple priorities in a fast paced, high pressure environment; and
- Genuine concern of employees’ success, hiring, training, empowerment, and staff development.

Qualifying Education and Experience
A Bachelor’s degree in management information systems or a related field is required; Master’s degree is preferred. Experience must include five to seven years of increasingly responsible management/administrative experience in leading an information technology department or organization.

The Compensation
The annual salary for this position is competitive and will be based upon the qualifications of the selected candidate. The City of Glendale may offer moving and relocation reimbursement to the top candidate. Further details of the compensation can be directed to Ralph Andersen & Associates.

In addition, the City offers a comprehensive benefits package including:
- Generous leave including vacation, medical, and holidays (11.5 annually)
- Medical insurance (choice of three plans)
- Dental insurance (choice of two plans)
- Flexible reimbursement accounts
- Long- and short-term disability insurance
- Paid life insurance equivalent to annual salary
- Arizona State Retirement System (Five Year Vesting)
- Voluntary 457 deferred compensation plan

To Be Considered
Candidates should apply by Friday, February 28, 2020. Electronic submittals are strongly preferred to Ralph Andersen & Associates at apply@ralphandersen.com and should include a compelling cover letter and comprehensive resume. References will not be contacted until mutual interest has been established. A full background including verifications will be done on the top candidate upon final selection.

Direct questions to Ms. Heather Renschler at (916) 630-4900. Confidential inquiries welcome.

Overview of Search Schedule
- Filing Deadline: Friday, February 28
- Preliminary Interviews with Recruiter: Upon receipt / Late February
- Recommendation of Candidates: Early March
- Finalist Interview Process: Mid-to-Late March

The City of Glendale is an Equal Opportunity Employer
The Community
Boasting more than 300 days of sunshine a year, the City of Glendale is a dynamic desert community located on the western edge of the Phoenix metropolitan area in Maricopa County. Encompassing 60 square miles, Glendale (pop. 237,000) is the fifth largest city in Arizona and a member of the Maricopa Association of Governments. Renowned for its sports complexes, affordable homes, and family entertainment, Glendale remains one of the most desirable communities in the Valley of the Sun.

With a long-standing commitment to connecting sports and community, Glendale boasts one of the most dynamic sports and entertainment districts in the country. A six-square-mile, mixed-use district is the home of the Arizona Coyotes (NHL) and the Arizona Cardinals (NFL) as well as spring training facilities for MLB’s Los Angeles Dodgers and Chicago White Sox. Glendale was just named the host of Super Bowl LVII in 2023. University of Phoenix Stadium has already hosted two Super Bowls (2008 and 2015), two BCS National Championship football games (2007 and 2011), the College Football Playoff National Championship (2016), the NCAA Men’s Basketball Final Four (2017), and countless world-class concerts, including the Rolling Stones and U2.

The Organization
The City of Glendale operates under a Council-Manager form of government. Citizens elect the Mayor at large, with the six Council Members elected by geographic districts. The Mayor and Council Members all serve four-year terms. The City Manager, Clerk, Attorney, and Presiding City Judge are appointed by the Mayor and Council.

With approximately 1,900 employees and a FY 2020-21 budget of $747 million, Glendale is a full-service, progressive city. Services include police and fire protection; water, sewer, and sanitation services; the construction and maintenance of highways, streets, public facilities, and other infrastructure; and recreational activities and cultural events.

Maricopa County is one of the fastest growing counties in the country. Most of the growth in the next 25 years in the Phoenix area will occur in the “West Valley,” with Glendale at the epicenter. In 2016, voters approved Envision Glendale 2040, an update of the City’s General Plan.

Overview of Responsibilities
The Presiding City Judge serves as the chief officer of the City Court and performs professional and administrative work in adjudicating cases involving violations of city codes and ordinances and criminal misdemeanor cases. Provides direction, mentors and oversees work performed by City Judges, Judges Pro Tempore, Court Hearing Officers, Court Administrator and other management personnel.

This position is appointed by the City Council to a two-year term with opportunities for re-appointment and is a key member of the Executive Leadership Team.

The Court
The Presiding City Judge has administrative responsibility for the Glendale City Court, which consists of 44 regular status employees, 2 City Judges, 1 Court Hearing Officer and 11 Judge Pro Tempores. The City Court adjudicates criminal misdemeanors, City Code violations, traffic violations and certain juvenile offenses committed in the City of Glendale. In cases of domestic violence and harassment, the Court issues protective orders for misdemeanors and felonies.

www.glendaleaz.com
The Ideal Candidate

The successful Presiding City Judge will be a proactive, strategic thinker and decision maker who possesses outstanding integrity and judgment. Will demonstrate accountability, flexibility, knowledge of relevant technology, and be committed to Glendale citizens. Will also have an engaging and collaborative management style, excellent communication and interpersonal skills, and enjoys the challenge of a fast-paced, progressive, team-oriented work environment. Must be able to successfully facilitate and manage change, develop staff, and have an internal focus on creating efficiencies while operating within the current budget structure. Has the ability to establish trusting and respectful relationships within and outside the organization and can demonstrate a commitment to community through engagement in memberships and activities with local organizations.

Qualifying Education and Experience

The ideal candidate should have proven management and communication skills, along with a broad range of legal knowledge including the principles of civil and criminal law, court procedures, decorum, judicial conduct, and policies; judicial ethics and rules of evidence; and State laws and City of Glendale Ordinances. The position requires a Juris Doctorate degree from an accredited school of law, admission to the Arizona State Bar and a minimum of ten years of experience in the practice of law, including two years as a judge. Preference will be given to candidates with at least 5 years of experience as a judge with a City court.

The Compensation

Salary will be commensurate with experience and offers will start at $180,000. The City of Glendale may offer moving and relocation reimbursement to the top candidate. In addition, the City offers a comprehensive benefits package including:

- Generous leave including vacation, medical, and holidays (11.5 annually)
- Medical insurance (choice of three plans)
- Dental insurance (choice of two plans)
- Flexible reimbursement accounts
- Long- and short-term disability insurance
- Paid life insurance equivalent to annual salary
- Arizona State Retirement System (Five Year Vesting)
- Voluntary 457 deferred compensation plan

To Be Considered

Candidates should apply by Friday, July 24, 2020 and should include a compelling cover letter and comprehensive resume. Application materials are available on our website at [https://www.governmentjobs.com/careers/glendaleaz]. Top candidates will be invited to participate in a comprehensive interview and assessment process conducted by the City Council. The names of applicants and their applications shall not be disseminated to the public. Applicants who are selected to be interviewed and who agree to be interviewed shall then become candidates for appointment to judicial office. The names and applications of candidates, without home addresses or telephone numbers, will be made available for public review upon request.

Direct questions to Alyssa Bethel at (623) 930-2280.

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Overview of Search Schedule

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<td>Recommendation of Candidates</td>
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