



## Director of Information Technology Services



Are you a visionary information technology leader committed to public service with a desire to be a part of a transformative leadership team? This role with the Colorado Judicial Department provides a unique opportunity to make a lasting impact on the justice system and the citizens of Colorado.



# THE JUDICIAL BRANCH

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The Colorado Judicial Branch is a community of more than 300 judges, 3600 support staff, and other independent agencies dedicated to providing a fair and impartial system of justice to the citizens of Colorado. With 22 unique Judicial Districts serving their respective communities, the Judicial Branch is a dynamic, diverse, and high performing organization.

Administration of the courts is led by the Chief Justice of the Supreme Court. To assist the Chief Justice, the Supreme Court appoints the State Court Administrator (SCA). Each of the State's 22 Judicial Districts also has a Chief Judge, Court Executive, and a Chief Probation Officer for district leadership. The State Court Administrator's Office provides administrative support and services to the trial and appellate courts to assist them in providing the citizens of Colorado meaningful, speedy, and economical forums to resolve disputes. The office also supports the management of probation services to enhance public protection and offender rehabilitation.

Innovative business techniques and new procedures are constantly under evaluation for possible introduction throughout the branch at all levels in order to improve efficiency and to make the courts more accessible to the citizens of Colorado.

When you join the Judicial Branch, you gain valuable experience with a progressive organization known as one of the top judicial systems in the nation. The Judicial Branch allows employees to work creatively in a unique culture defined by ethics, where execution excellence and high performance are rewarded. The Colorado Supreme Court and the Colorado Court of Appeals are located in the Ralph L. Carr Colorado Judicial Center, home of the Colorado Judicial Learning Center, an innovative and engaging learning environment designed to inspire visitors, young and old, to achieve a better understanding of the laws and freedoms that govern our citizens, states, and country.

The administrative offices of the Judicial Branch are connected to the Ralph L. Carr Judicial Center and located in the heart of Denver, where 300 days of sunshine, a thriving cultural scene, diverse neighborhoods, and natural beauty combine for the world's most spectacular playground. Denver, the capital of Colorado, is an American metropolis dating to the Old West era. Larimer Square, the city's oldest block, features landmark 19th-century buildings. Museums include the Denver Art Museum, an ultramodern complex known for its collection of indigenous works, and the mansion of famed Titanic survivor Molly Brown. Denver is also a jumping-off point for ski resorts in the nearby Rocky Mountains where outdoor adventures and year-round recreational activities abound.

## Working at the Judicial Branch

- Opportunities to collaborate across 64 counties and 22 judicial districts of Colorado
- Average tenure of Judicial Branch employees is approximately 10 years
- Annual turnover across the organization is only 6%
- Employees receive an average of 40 hours of training per year
- Employees are promoted approximately 78% of the time when internal promotion opportunities exist

# INFORMATION TECHNOLOGY SERVICES

The primary objective of the ITS division is to provide decision makers with the most current, accurate, valid and complete information possible so they can make the most informed decisions. They strive to provide expertise, leadership, and consultation for the development and strategic management of information technology services throughout the 22 judicial districts, appellate courts, and State Court Administrator's Office.

Information Technology Services is the largest division in the State Court Administrator's Office with 130 employees serving 4000 Judicial branch employees. Approximately 85% of the information technology staff is located in Denver with the remaining staff serving in regional offices. ITS provides a full scope of services including but not limited to desktop support, network management, information security, software development and design, and cloud services. They seek to promote and enhance efficiencies in daily operations; identify and implement best business practices; develop and support new technology to support business needs, and design, implement and support the technical infrastructure needed to conduct the Branch's business.

**Our mission is to provide a FAIR and IMPARTIAL system of justice -that-**

Protects constitutional and statutory rights and liberties

Assures equal access

Provides fair, timely and constructive resolution of cases

Enhances public safety

Supervises offenders

Facilitates victim and community reparation

To learn more, visit: <https://www.courts.state.co.us/>





### **Information Technology Services Statement of Purpose:**

*The primary objective of the ITS division is to provide decision makers with the most current, accurate, valid and complete information possible so they can make the most informed decisions.*

## **THE DIRECTOR (Chief Information Officer)**

The Director of Information Technology Services is a collaborative and visionary leader responsible for a high-functioning division with a 41-million-dollar budget and a staff of 130. The position, with the support of the Information Technology Services team, actively engages with and provides advisory services to the Judicial Branch including 22 judicial districts across the state. The Director reports to the State Court Administrator and serves on the Executive Leadership Team. The Director has 7 direct reports including a Deputy Director, Manager of Portfolio Programs, Manager of Information Security, Manager of Data Analytics, Manager of Software Architecture and Design, Manager of Technical Services, and a Manager of Infrastructure.

**Key areas of responsibility include:**

- **Strategic Direction:** Establishing the strategic direction, goals, and priorities for the division and assisting with the development of strategy, goals, and priorities for the Judicial Department, including prioritizing technology initiatives and coordinating the evaluation, deployment, and management of current and future technologies.
- **Management:** Providing direction to the Information Technology Services team including assigning duties and responsibilities, providing training, mentoring, and coaching, developing, and establishing procedures for operating and maintaining administrative systems, and establishing expectations, goals, and performance feedback.
- **Advisory Functions:** Consulting and collaborating with various levels of Judicial Branch employees, other state agencies, members of the general assembly and staff, the public, press, attorneys, private vendors, and corporate entities to facilitate the goals and objectives of the division and the Judicial Department.
- **Collaboration:** Establishing and maintaining effective working relationships with the Division Directors, Judges, District Administrators, supervisors, and employees throughout the organization to provide advice regarding proper application of information technology systems, federal and state laws, rules, and policies.



## CHARACTERISTICS OF THE IDEAL CANDIDATE

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The ideal candidate is a charismatic and collaborative leader with a commitment to public service and the ability to rebuild an engaged and high functioning team. With a proven track record for valuing and building relationships, the ideal candidate will take the time to listen, mentor, and empower this division to stride into the future under a single vision. This is an opportunity to build a team and cohesive culture while tackling new challenges that have a long-term impact on the organization. The new director must be an influential and strategic leader demonstrating political savvy, psychological toughness, resiliency, and flexibility in a complex and autonomous environment. Competitive candidates will have demonstrated experience fostering a culture of teamwork and possess a broad knowledge of information technology functions and services.

### **Additional characteristics being sought include:**

- A proactive leader of people dedicated to developing staff for success.
- Demonstrated knowledge of industry standards, trends, and emerging technologies to support new initiatives, opportunities, and best practices.
- Demonstrated ability to establish, develop, and sustain key working relationships and work collaboratively and effectively with division directors, judicial and district members, the ITS team, and support collaborative relationships throughout the Judicial Branch community.
- Demonstrated personnel management skills that include change management and organizational development, and the ability to motivate, encourage, support, and coach staff, including recruitment and development of diverse teams.
- Demonstrated ability to work effectively with local, state, and federal agencies, including members of the general assembly and staff, the public, attorneys, private vendors, and corporate entities.
- Excellent written and verbal communication skills and the ability to exercise these skills in group and individual settings.
- Passion and commitment to public service.
- Ability to work effectively with the executive leadership team with a focus on the success of the organization as a whole.
- A commitment to diversity, equity and inclusion including the ability to help move such efforts forward.
- Knowledge and skill in addressing flexible work schedules, managing telework, work-life balance, and developing a successful hybrid work environment.

# MINIMUM QUALIFICATIONS

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Graduation from an accredited college or university with a bachelor's degree in judicial, public, or business administration; information systems management; computer science; or a closely related field AND a minimum of six years of professional, administrative, supervisory, and/or management experience in a complex information technology organization is required. A master's degree is preferred, as is at least three years of demonstrated executive level leadership experience.

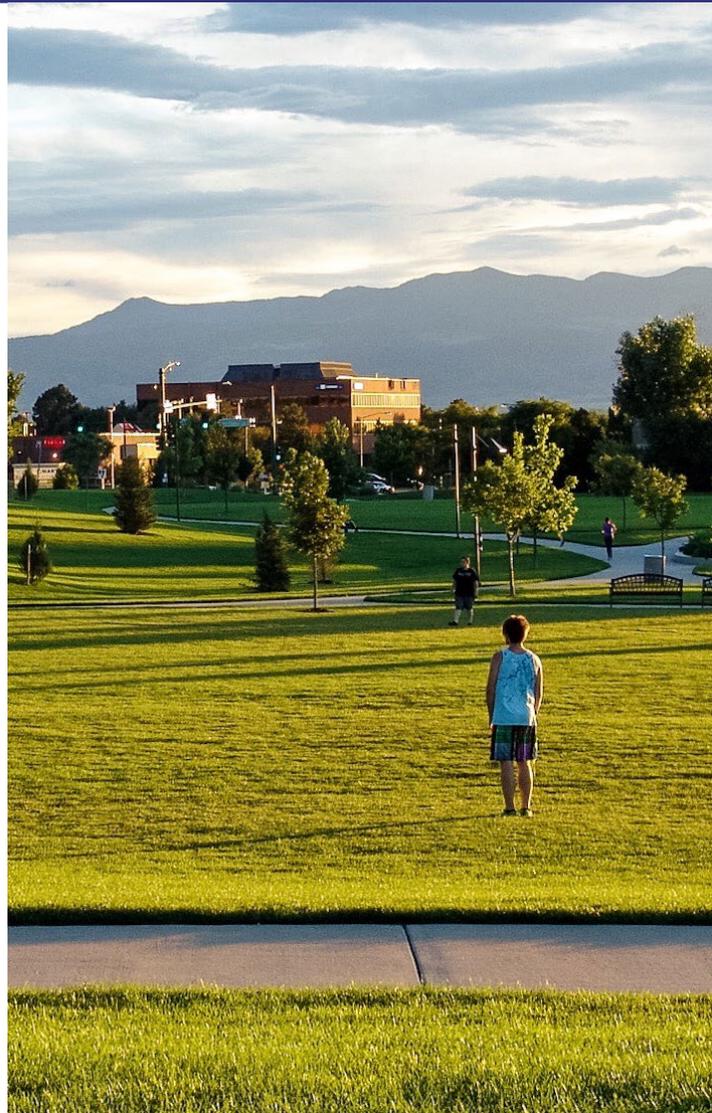
The Colorado Judicial Department is dedicated to the principles and goals of fairness, equality, courtesy, and respect for all individuals. We value the individual diversity of all employees, applicants, volunteers, citizens, vendors, and court users. The Colorado Judicial Department is committed to equal employment opportunity for all people in all aspects of employment, including, but not limited to job offers, hiring decisions, promotions, transfers, resignations, terminations, and discharges. Employment decisions are based on merit, without regard to race, national origin, gender, age, color, sexual orientation, religion, socioeconomic status, or disability.

# COMPENSATION AND BENEFITS

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The hiring salary for this position is **\$183,816**. The Colorado Judicial Branch offers employees an array of benefits, including:

- Health Insurance
- Dental Insurance
- Basic Life & AD&D Insurance (State-paid benefit)
- Optional Life Insurance
- Short-term Disability (State-paid benefit)
- Long-term Disability
- Flexible Spending Accounts
- Health Savings Accounts
- Several Retirement (and supplemental) options
- Credit Union of Colorado
- Generous Paid Time Off
- Eleven paid Holidays
- Extended Sick Leave
- Worker's Compensation
- Colorado State Employee's Assistance Plan
- Employee Discount Program





## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

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To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will not be contacted without prior notice to you) by **Wednesday, October 12, 2022**. Résumés should reflect years and months of employment, beginning/ending dates, as well as the size of staff and budgets you have managed. Please submit your materials to: <https://www.cpshr.us/recruitment/2087>

For additional information about this position, please contact:



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Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals who are determined to be best suited will be invited to participate further in a formal assessment process.