

Culver CITY

Chief Information Officer



Lead Innovation. Drive Transformation. Enhance Services.

The City of Culver City is seeking a strategic, collaborative, and forward-thinking technology leader to serve as its next Chief Information Officer (CIO). This is an exceptional opportunity to join a high-performing organization where technology is viewed not simply as a support function, but as a strategic partner that improves service delivery, strengthens organizational resilience, and advances the City's priorities.

Reporting directly to the Senior Assistant City Manager, the CIO will guide the City's enterprise technology strategy while overseeing a talented and cohesive department with strong fundamentals, an established technology roadmap, and numerous enterprise-wide projects already underway.

The next CIO will inherit a department that is in a positive position. The previous CIO placed a strong emphasis on team building, skill development, communication, and collaboration; launched significant technology initiatives; and established a strategic foundation for sustainable progress and future innovation. The opportunity ahead is to strengthen what is working, advance existing projects, and help Culver City fully realize the value of technology and data across the organization.

The Position

The Chief Information Officer is an executive-level position that serves as a member of the City Manager's executive management team and provides highly responsible professional, technical, and organizational leadership related to the City's information systems, technology infrastructure, digital services, and data needs.

In consultation with the City Manager and executive leadership, the CIO aligns information technology resources with business processes, strategic priorities, operational requirements, and community service objectives. The CIO advises on significant technology matters and develops policy recommendations for consideration as appropriate.

The CIO is both a strategic leader and a working department director. The successful candidate will be comfortable moving between long-range planning, executive advising, project oversight, staff leadership, budget administration, vendor and contract management, and the day-to-day realities of delivering innovative and reliable technology services.

The position directs technical and nontechnical staff, oversees consultants and contractors, and provides leadership for the department's infrastructure, applications, public safety technology, cybersecurity, data, end-user support, graphic services functions and directs the city's municipal fiber network.



Strategic Priorities

- **Advance Transparency and Data-Informed Decision-Making.** The CIO will lead the development of centralized dashboards that provide real-time visibility into operational and technology performance, giving City leaders and departments a shared source of reliable information to identify bottlenecks, measure outcomes, improve accountability, and support continuous improvement.
- **Strengthen Cybersecurity and Organizational Resilience.** The CIO will advance technology best practices that protect information, reduce operational risk, and ensure continuity during emergencies, cyber incidents, equipment failures, and system outages. This includes strengthening disaster recovery and business continuity planning, secure backups, redundant infrastructure, failover capabilities, and clearly defined recovery objectives.
- **Position IT as a Strategic Business Partner.** The CIO will build strong working relationships with department directors, executive leadership, employees, and other stakeholders to understand operational needs, identify opportunities for improvement, and ensure technology investments are aligned with organizational objectives and service-delivery goals.
- **Modernize Business Processes and Technology Systems.** Through structured reviews conducted in partnership with departments, the CIO will help eliminate inefficient and redundant workflows, modernize legacy practices, improve the employee and customer experience, and ensure systems support effective, streamlined operations.
- **Optimize the City's Technology Portfolio.** The CIO will evaluate software utilization, licensing, contracts, and overlapping platforms to reduce unnecessary expenditures, strengthen enterprise standards, improve security, and ensure alignment with the City's highest strategic priorities.
- **Establish the Foundation for a Citywide Digital Twin.** The CIO will guide foundational GIS work, including data standardization, infrastructure validation, cross-departmental integration, metadata governance, and cloud-based architecture, to support future geospatial modeling, public engagement, capital planning, economic development, equity analysis, and evidence-based decision-making.
- **Modernize Critical Technology Infrastructure.** The CIO will oversee investments in enterprise storage, data center systems, wireless networks, and other core infrastructure to improve performance, scalability, cybersecurity, and operational reliability while reducing fragmented systems and long-term risk.
- **Advance Emerging Technologies Responsibly.** The CIO will help the organization evaluate opportunities involving automation, artificial intelligence, data analytics, geospatial intelligence, cloud services, and smart-city technologies, ensuring new tools provide measurable value, enhance service delivery, and align with the City's operational readiness and risk tolerance.
- **Deliver Major Projects and Sustain Momentum.** The CIO will successfully advance the department's technology roadmap by establishing priorities, maintaining accountability, and ensuring projects are delivered on schedule and aligned with organizational goals.
- **Develop and Support a High-Performing Team.** The CIO will preserve the department's positive, productive culture while strengthening communication, professional development, cross-functional teamwork, succession planning, and accountability so employees remain engaged and prepared to meet the City's evolving technology needs.
- **Establish and Lead Information Technology Governance Board.** The CIO will establish and lead a cross departmental technology governance board consisting of key stakeholders, executive leadership, and public input, to establish data and technology standards, cybersecurity baselines, city-wide technology strategic alignment, policy direction, project oversight, budget allocation priorities, and risk management.

The Successful Candidate

The ideal candidate is an approachable, business-minded technology leader who combines broad technical expertise with executive-level judgment and the ability to translate technology into practical organizational solutions.

The successful candidate will understand that credibility is built through listening, communication, consistency, responsiveness, and follow-through. This individual will develop trusted relationships with department directors and staff, understand their operational needs, and help translate business challenges into practical and sustainable technology solutions.

The next CIO will be an effective communicator who can explain complex technical matters in clear, accessible language. They will be equally comfortable discussing cybersecurity, infrastructure, applications, software, project governance, data, budgets, and business processes with technical staff, executive leaders, elected officials, end users and the public.

The ideal candidate is intellectually curious and committed to continuous learning. They actively monitor emerging technologies, thoughtfully evaluate new ideas, and understand when innovation creates meaningful value for the organization.

The successful candidate will remain engaged with staff and major initiatives while maintaining a strategic, citywide perspective. The department has a strong culture and foundation. The next CIO will build upon this success by supporting employees, advancing key initiatives, and positioning the organization for the future.

The successful candidate will bring:

- Broad knowledge of enterprise information technology, including applications, software, networks, cloud services, telecommunications, cybersecurity, regulatory compliance standards, infrastructure, data management, and end-user services.
- Demonstrated success leading complex technology projects and managing an enterprise project portfolio with competing priorities.
- A customer-focused mindset and an understanding of both the employee and resident experience.
- Experience using technology to improve business processes, reduce unnecessary steps, and achieve measurable efficiencies.
- The ability to remain adaptable, flexible, and composed as priorities or organizational direction evolve.
- Strong staff leadership skills, including coaching, mentoring, performance management, succession planning, and professional development.
- The ability to balance technological advancement with cybersecurity, fiscal responsibility, operational reliability, and organizational readiness.



Qualifications

Minimum qualifications include a Bachelor's Degree from an accredited college or university preferably in information systems, computer science, business administration or a related field, and six to ten years of progressively responsible experience in managing a complex multi-user information technology system.

Experience with Lean, Lean Six Sigma, Agile, Scrum, or similar process and project management methodologies is highly valued. Professional credentials such as PMP, CGCIO, CISM, CISSP, CISA, Certified ScrumMaster, or other related technology, project management, or cybersecurity certifications are also desirable. Experience in local government, telecommunications and/or municipal fiber is also desirable.

Substitution of Experience for Education: Additional qualifying experience that demonstrates the knowledge, skills, and competencies required to perform the duties of the position may be substituted for the required education. The equivalency of experience to education will be evaluated on a case-by-case basis based on the nature, scope, level and relevance of the applicant's experience.

The Information Technology Department

The Information Technology Department is comprised of 22 full-time employees across three divisions: Graphic Services, Public Safety Technology, and Systems & Network Infrastructure Support, and is supported by a [FY 2026-27 budget](#) of approximately \$9.5 million. The mission of the department is to empower Culver City's residents, businesses, and visitors by delivering secure, reliable, and innovative technologies that align with the City's strategic vision to enhance services, safeguard information, support informed and data-driven decisions, and promote transparency through productive partnerships with all City departments.

The department provides enterprise-wide services spanning network and cloud infrastructure, cybersecurity, telecommunications, applications and system integrations, data analytics, end-user support, public safety technology, graphic services and manages the city's municipal fiber network. Working in close partnership with City departments, the team modernizes business processes, supports critical systems, improves the customer experience, and maintains the continuity and resilience of municipal operations.

Recent accomplishments include strengthening collaboration across the team through regular all-hands meetings and cross-functional engagement, advancing a citywide technology strategy, launching multiple modernization initiatives, and building a cohesive, service-oriented culture. The next Chief Information Officer will have the opportunity to preserve this strong foundation while advancing innovation, employee development, accountability, and strategic technology investments across the organization.



The City of Culver City

Located in the heart of Los Angeles County, Culver City is a vibrant and highly desirable community known for its creative energy, economic vitality, walkability, and exceptional quality of life. Home to approximately 40,000 residents, the City blends historic charm with modern urban amenities and has become one of Southern California's premier destinations for innovation, entertainment, dining, and culture.

Culver City is internationally recognized as a center for the entertainment, media, and technology industries. Major employers include Sony Pictures Entertainment, Apple TV+, Amazon Studios, HBO, and numerous creative and technology firms that contribute to the City's dynamic economy and strong employment base.

The City offers a unique mix of established residential neighborhoods, thriving commercial districts, arts and cultural destinations, and transit-oriented development opportunities. Residents and visitors enjoy a vibrant downtown, exceptional restaurants, parks, bike infrastructure, cultural programming, and convenient regional access via Metro rail and major transportation corridors. Culver City is committed to sustainability, housing production, mobility improvements, and thoughtful urban planning that supports long-term community wellbeing. The City values innovation, collaboration, civic engagement, and public service excellence.



Compensation and Benefits

The expected hiring range is \$201,455.80 - \$245,899.94 annually. The starting salary will be negotiated based on the candidate's experience and qualifications. The City offers a comprehensive and competitive benefits package. Learn more about benefit options [here](#).



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **August 28, 2026**.

Please note that the first round of virtual interviews is tentatively scheduled for **September 30, 2026**. Finalists will be invited to participate in in-person interviews tentatively scheduled for the week of October 5, 2026. Selected candidates must be available for both dates.



Questions

Please direct questions to Serena Wright-Black at swrightblack@raftelis.com and Niayla Hairston at nhairston@raftelis.com.

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