TRAVIS COUNTY, TEXAS

County Executive

For Technology and Operations

Travis County prides itself on improving the quality of life of its 1.2 million residents through world-class educational and medical institutions. Located in south central Texas with municipalities in the Texas Hill Country, Travis County is home to and seated in the state capital Austin, Texas.

Travis County is guided by an unwavering commitment to equity, fairness, respect, financial sustainability, operational excellence, and innovation. Our community is characterized by a collaborative, forward-thinking culture that supports meaningful engagement and shared success. The county benefits from high-performing school districts, dependable public transportation, and a strong foundation of civic and organizational stability. We are strategically focused on long-term economic growth, actively cultivating an environment that attracts new businesses, expands high-quality employment opportunities, and supports leaders who are prepared to drive transformative progress.

Strategic Goals For Travis County

- Promote **economic well-being** and racial, ethnic, and **economic equity**.

- Provide services that support people's **physical and mental health**.

- Provide services that support the **safety** of people in the community.

- Achieve **environmental sustainability** and prepare for major climate disruption.

- Assure **mobility that is timely, predictable, and safe**.

- Be a **trusted and well-run County**.

- Protect and **provide opportunities for those most vulnerable and underrepresented**.

Position Overview

Technology & Operations includes over 500 employees with a budget of $346M and encompasses the following departments: Compliance & Privacy, Facilities Management, Human Resources, Information Security & Risk Management, Information Technology Services and the Office of Security & Protection. The services provided by TOPs departments are fundamental for enabling County departments and offices to achieve their missions.

Under general policy direction from the Commissioners Court, the County Executive for Technology and Operations provides executive direction and management to a broad range of functions relating to Information Technology, Information Security, Data Privacy and Risk Management, Compliance, Records Management, Facilities Management, Human Resources Management and the Office of Security and Protection. This role serves as the County's Chief Information Officer and serves as a member of County Executive Management team providing executive leadership in development, planning, and administration of short and long-term guidance to meet organizational needs. The new leader will coordinate with other governmental entities to ensure that services delivered meet the needs of departments and customers served, as well as develops and interprets policy and procedures for elected and appointed officials, department heads, and other governmental entities.

This is a job classification within the County Executive job family and appointed by the Commissioners Court. This classification may require a flexible work schedule to meet the needs of the offices and departments.

Areas of Management:

- **Facilities Management Department**: to include manage and provide professional services for project management, planning, design, construction, maintenance, custodial services and leases to meet economic and functional needs of Travis County through an interdisciplinary, collaborative team of design and construction industry professionals partnered with skilled facility operations and maintenance technicians.

- **Human Resources Management Department**: Serves as a strategic partner to county departments by delivering expert human resources leadership and consultative support. The department aligns people strategies with organizational goals through comprehensive services in benefits and compensation, talent acquisition and workforce planning, organizational development, enterprise safety, employee wellness, and the effective use of Human Resources Information Systems (HRIS) to drive data-informed decisions.

- **Information Technology Services Department**: this includes the management of technology infrastructure, application development and support, web development and support, project management, computer hardware and software purchases, record services, printing, mailing, imaging and records management services.

- **Information Security, Data Privacy, Compliance and Risk Management**: to include the confidentiality, integrity and availability of electronic data entrusted to Travis County, management of the risk fund and the Americans with Disabilities Act (ADA).

- **Office of Security & Protection**: includes the leadership & management of all Travis County physical security operations to ensure the safety, security, and protection of employees, elected officials & judges, facilities, and events.

Key Responsibilities:

- Developing, reviewing and recommending actions related to critical issues, initiatives, new policies and changes to existing policies (both recommended to the Court for approval or at the direction of the Court).

- Planning, directing and reviewing the management oversight for multiple departments, through department directors.

- Overseeing development of performance measures for functional areas to ensure alignment with short and long-range goals and objectives, both within the assigned functional areas, and as a member of the Executive Team.

- Interacting with the public, other governmental agencies, organizations (both for-profit and not-for-profit), and other concerned citizens.

- Collaborative interacting with Travis County elected and appointed officials, department heads, and officials from other governmental agencies.

- Presenting technical information clearly and logically in a manner that is easily understood to Commissioners Court, and various and diverse audiences.

- Collaborating with local policy makers to ensure consistency of plans and projections with standards, legislative mandates and community expectations.

The Ideal Candidate

The ideal candidate is a highly adaptable and strategic professional with exceptional analytical skills, capable of interpreting complex communications with clarity and precision. They excel at influencing and building consensus while remaining receptive to direction when appropriate. Self-driven and effective in independent settings, they also value structure and guidance when it enhances organizational success.

This individual shall demonstrate a balanced approach to decision-making—thoughtful and timely, yet decisive when circumstances require swift action. They respond to the needs of others with empathy and professionalism while confidently articulating and substantiating their own perspectives. Grounded in sound judgment, common sense, and practical experience, they consistently deliver well-reasoned, reliable outcomes.

Candidates must bring extensive experience navigating the dynamic demands of a highly visible, complex organization. This role is ideal for an innovative leader who can establish strategic direction, foster team confidence, and inspire others to achieve shared goals. Success in this position requires a proactive mindset, the ability to embrace and lead change, and a people-centric approach that values understanding individuals behind processes. Strong leadership marked by tenacity and diplomacy is essential.

Education And Experience

Minimum Qualifications

- Bachelor's degree in Information Technology, Computer Science, Business Administration, Public Administration, or a related field of study, or a field directly related to one or more of the functional areas assigned;

- Eight (8) years of professional management and leadership experience including significant previous employment experience in a position(s) of a similar scope and responsibilities, to include Information Technology at the executive level of state and local government, or public sector management/administration;

- Five (5) years combined senior professional management and leadership experience at the executive level of state or local government, or public sector management/administration, including supervision of managerial and professional level work activities with responsibility for developing, implementing, and managing goals and objectives with significant organizational impact; developing work plans and/or strategic plans, and developing operating and capital budgets.

What We Prefer

Master's degree in Computer Science, Information Systems, Business Administration, Public Administration or other relevant field.

Compensation and Benefits

The approved salary range for this position is **$181,958.40 - $300,206.40**, and is commensurate with the qualifications and experience of the selected candidate. Travis County offers excellent benefits, including a retirement plan in the Texas County & District Retirement System (TCDRS) with a 2.25:1 match ($2.25 for every $1 an employee deposits), and an 8 year vesting schedule. Travis County now also provides benefits to employees for Paid Parental Leave.

For more information on employee benefits, visit the County's benefits page:
https://www.traviscountytx.gov/human-resources/jobs/benefits.

Application Process

The final filing date is Friday, January 30, 2026. To be considered, submit a cover letter, list of six work-related references (who will _not_ be contacted without prior notice), and a resume that reflects the size of staff and budgets you have managed. Your resume should indicate both months _and_ years of beginning/ending dates of positions held.

To apply visit: https://www.cpshr.us/recruitment/2564

For additional information about this position please contact:.

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with the County. A comprehensive reference and background check will be performed on the final candidate.