



City of Scottsdale, AZ Police Technology Director

Exceptional Talent. Total Confidence.®





Scottsdale, Arizona is renowned as one of the most livable cities in the country and is widely recognized as an outstanding community in which to live, work and raise a family. Famous as a resort destination, nestled in the splendor of the Sonoran Desert, it is also a working City that draws employees from around the Phoenix metro area and is home to several progressive corporations and businesses. It combines a casual southwestern style with a sophisticated arts community.

Growth and preservation have brought the City to a historic transition point: available land for the type of large scale, planned community development that has characterized development since the 1970's is nearly gone. Growth is slowing and attention is now shifting to high quality infill and revitalization projects that are compatible with adjacent neighborhoods and the City Council's paramount consideration for "quality of life" for residents and visitors.

Scottsdale's integrated strengths in quality of life, community involvement, economic development and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys as an outstanding place to vacation, live and work. From its official incorporation in 1951 with a population of 2000, Scottsdale has grown to a vibrant City and tourist destination with a 2007 Census of 240,710. It is now the state's sixth-largest City. Please visit www.ScottsdaleAz.gov for more information on the City of Scottsdale.

Scottsdale city government is a full-service charter municipality that operates under the Council-Manager form of government. The Mayor and six Council Members comprise the elected leadership, and are responsible for appointing the City Manager and five other "charter" positions. The City appoints citizen volunteers to participate on over two dozen advisory boards and commissions. The City Council has established its mission to reflect the priorities of the City Council, shape the budget, and guide strategic planning and performance in all departments.



The City of Scottsdale is a "values-driven organization," with over 2,600 employees who take pride in delivering high quality public services. Consistent with the City Council's mission and goals, City employees have established the following employee values to promote Scottsdale's organizational culture.

The employee values are:

- Plan and Innovate for the Future
- Listen, Communicate, Take Action
- Be Accountable and Act with Integrity
- Respect the Individual
- Collaborate as a Team
- Show Caring and Compassion for Others
- Learn and Grow Continuously
- Focus on Quality Customer Service

The Scottsdale Police Department proudly serves the City of Scottsdale as a progressive and innovative law enforcement agency, possessing strong values that emphasize ethical behavior, principled decision-making, commitment to serving the community and an appreciation for diversity. The organization is led by Police Chief Alan Rodbell and is comprised of 435 sworn and 288 civilian employees. Progressive leadership and innovation is demonstrated through the Department's development of the 5-year strategic plan that received international recognition through the International Association of Law Enforcement Planners for project of the year in 2007. This recognition reflects the Department's commitment to providing high quality service to the citizens of Scottsdale.

As such, the future is charted through the Department's key mission and vision.

Mission:

*"The Police Department, in partnership with the Citizens of Scottsdale, recognizes the changing needs of our community and law enforcement's role in addressing those needs. Furthermore, we pledge **EXCELLENCE, INITIATIVE and INTEGRITY** to enhance the quality of life throughout our City knowing those we serve deserve no less."*

Vision:

"The Scottsdale Police Department is a professional organization with exemplary leadership and employees. We are known as a community that is safe and secure, and have reduced the fear of crime for our citizens and visitors. We have collaborative working partnerships with the community and City government. Our resources, including finances, technology and staffing levels, are aligned with our 5-year strategic directions."



For more information about the Scottsdale Police Department please visit the following, <http://www.scottsdalepd.com>

Under the direction of the City's Chief Information Officer, and with day-to-day guidance from the Police Administrative Services Bureau Director, the Police Technology Director is responsible for the day-to-day management and oversight of the Police Technology Services Division. The Police Technology Services Division is comprised of an 11-member team, working in conjunction with the City's Information Systems Department in providing technology services and solutions to the Police Department. The Division has a budget of \$2.04 million and manages capital projects of \$2.5 million. Responsibilities of this position include:

- Planning, developing, purchasing and implementing all police technology including the integration of all police automated systems.
- Developing short and long-term plans regarding automation for the Department to include establishing priorities regarding systems, projects and purchasing of computer hardware/software.
- Supervising professional and technical staff; assigning work activities; projects and programs to appropriate staff members; reviewing and evaluating the effectiveness of current work projects and methods.
- Preparing and presenting regular status updates related to key projects, initiatives, and staff assignments.
- Overseeing the development, implementation, management and support of multiple computer technologies including operating systems, application packages, custom developed software, network/communications systems, database management systems and related software.
- Reviewing proposals and oversight of projects to ensure technical and departmental requirements are met; forecasting and budgeting for automated equipment in the Police Department; and monitoring time and expenditures to ensure projects and budgets meet established targets.
- Overseeing procurement, RFP development, specifications of contracts with hardware, software and system service vendors while working closely with the City's Information Systems, Legal, Risk Management and Purchasing departments.
- Developing and maintaining business continuity plans for technology used to support critical police operations.
- Supporting City technology standards and policies. Establishing Police Department technology standards and policies when existing City standards and policies do not apply
- Establishing and maintaining effective working relationships with the Office of the Chief, command staff, and other Police employees as well as Information Systems management and staff.
- Demonstrating an ability to communicate and manage organizational change.
- Directing individual accomplishments toward organizational management objectives.



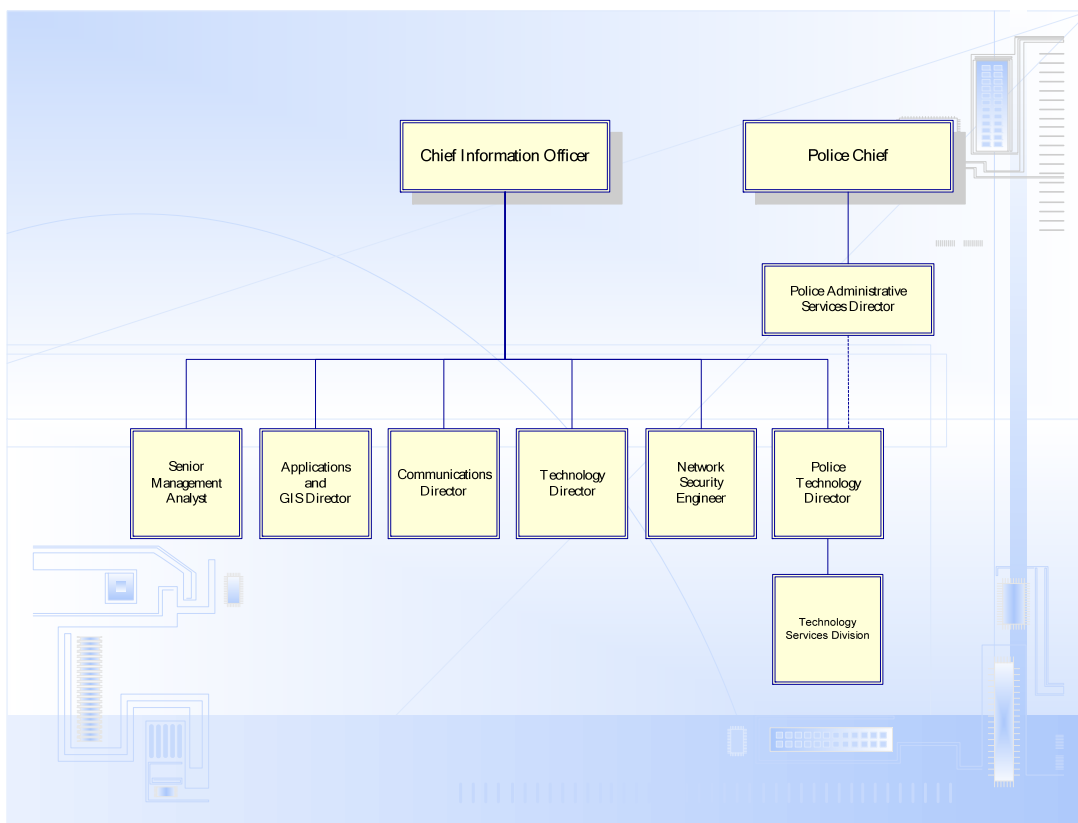
The successful candidate will have knowledge and proven ability in the following areas:

- Management practices and procedures.
- Information Systems related terminology, practices, procedures and regulations.
- State and federal regulations and standards regarding criminal justice information systems.
- Police Department applications systems, computer resources and user requirements.
- Computer systems design, management, programming and quality assurance.
- Project organization, management and control.
- Personnel management.



Additionally, the Police Technology Director is responsible for planning, organizing and reviewing the work of staff members to identify skills and development opportunities to maximize employee performance. The selected individual will have the ability to review current processes and procedures, diagnose problems, develop innovative solutions, and prepare and present effective written and oral reports. This individual will have the ability to listen and communicate effectively with a diverse group of people, while establishing and maintaining effective working relationships with co-workers, supervisors, vendors and the general public.

The successful candidate will need to balance the needs of law enforcement with technology. This individual must be innovative and seek out ways to ensure new technology solutions are implemented, appropriately utilized and adequately supported. Additionally, it is essential that there is a strong collaboration between the City's Information Systems Department and the Police Department's Technology Services Division. It is imperative that this individual understands technology needs in public safety as it pertains to trends taking place at the local, regional and national level.



Education and Experience

Interested candidates will possess any combination of a Bachelor's degree in Computer Science, Computer Information Systems or a related field and a minimum of five years recent experience in Police systems and network operations, customer support, application services and development and implementation of technological initiatives. Additionally, a minimum of two years recent experience managing and leading professional and technical personnel is required.



This individual must have experience managing all aspects of information technology, including strategic planning, project management with complex and multi-departmental technology projects, budget, procurement and contract administration and creating technical solutions to customer problems.

The Police Technology Director directly supervises professional and technical staff and carries out supervisory responsibilities in accordance with the Organization's policies and applicable laws.

The Police Department requires all applicants to participate in an extensive background check, polygraph examination, psychological, and pre-employment drug and alcohol test.

Compensation

The annual compensation package for this position is highly competitive and negotiable based on experience and qualifications. The City provides an attractive benefits package which includes, but is not limited to:

- **Health Insurance** – first day health insurance coverage with a choice of medical and dental plans for employees, dependents and domestic partners, with premiums that are among the lowest in Arizona.
- **Life Insurance** – equal to annual salary, plus the option to purchase additional coverage.
- **Retirement** – participation in a defined benefit plan through the Arizona State Retirement System (ASRS) with matching contributions from the City. Long-term disability coverage is also provided through ASRS.
- **Voluntary Deferred Compensation** – through a diversified 457 plan with ICMA/RC.
- **Vacation** – 15 paid days of vacation annually, up to 20 days based on years of service.
- **Holidays** – 10 paid holidays annually.
- **Tuition Assistance** - \$4,000 annually.
- **Flexible Spending Accounts.**
- **Employee Assistance Program.**

Detailed benefits information available at <http://www.scottsdaleaz.gov/HR/benefacts.asp>.

How to Apply

To learn more about this exciting opportunity, please forward a transmittal letter of interest and a resume to:

Arcus Public
8170 Adams Drive
Suite 200
Hummelstown, PA 17036
877.570.8040
Fax: 717.583.5103



Email: Resume.Public@arcus.net