

CAREER OPPORTUNITY



APPLY BY
AUGUST 10TH!

CITY OF
LONG BEACH

DIRECTOR OF TECHNOLOGY & INNOVATION

THE CITY OF LONG BEACH, CA

Salary: \$224,424 - \$270,326 DOE/DOQ

The **City of Long Beach, CA (City)** is seeking a hands-on, business-minded technology leader who can translate vision into execution and serve as its next **Director of Technology & Innovation (Director)**. Reporting directly to the City Manager and serving as a key member of the City's executive leadership team, the Director will lead one of California's most innovative municipal technology organizations through an important period of transformation, modernization, and strategic prioritization. As technology continues to play an increasingly critical role in service delivery, operational effectiveness, cybersecurity, and organizational performance, the Director will roll up their sleeves to ensure the Department is structured, staffed, and funded so that the City's technology investments deliver meaningful value to departments, employees, and the community. Like all City departments, TID is operating within an environment of heightened fiscal and staffing constraints and increasing service expectations. This is a unique opportunity for an engaged and operational leader to strengthen customer-focused service delivery, critically evaluate existing practices, implement thoughtful and sustainable improvements, and help ensure technology investments effectively support the City's operational and strategic priorities.

Technology leaders who are prepared to align innovation with organizational outcomes, lead through complexity, and deliver meaningful results for a world-class city are encouraged to apply.

THE COMMUNITY

Idyllically located on the Pacific Coast just south of Los Angeles and adjacent to Orange County, Long Beach is a vibrant city of approximately 450K residents. Known for its diverse and inclusive community, Long Beach features a unique blend of urban sophistication, cultural richness, and coastal charm. The City encompasses about 51 square miles, offering an array of parks, beaches, and recreational opportunities. Residents enjoy mild climate year-round perfect for outdoor activities such as biking, running, water sports, and much more. Long Beach is home to world-class attractions including the Aquarium of the Pacific, the historic Queen Mary, the annual IndyCar Acura Grand Prix of Long Beach, and the 11K seat F&M Bank Amphitheater - the largest waterfront amphitheater on the West Coast. The City of Long Beach will serve as a major Venue City for the 2028 Olympic and Paralympic Games.

Long Beach also boasts a thriving economy supported by industries such as aerospace, education, health services, manufacturing, tourism and professional services. With two advanced educational institutions, California State University Long Beach and Long Beach City College, and robust K-12 schools, the City is a hub for learning and innovation. Transportation options abound. The Long Beach and Metro transit systems along with the City's own airport provide convenient access throughout the broader Southern California region. Long Beach is recognized as one of the nation's most walkable and bike-friendly cities.



THE CITY GOVERNMENT

Long Beach operates as a charter city governed by an elected Mayor and nine City Council members elected by district. The City Manager, appointed by the Mayor and City Council, oversees the daily operations of 15 departments and a Fiscal Year 2026 (FY26) annual budget of \$3.7B. The City employs over 6K full-time and part-time staff; dedicated to providing exceptional public services with the vast majority being represented by eleven employee associations. As the City navigates a challenging fiscal environment and addresses projected budget shortfalls, City Leadership remains focused on strategic prioritization, operational efficiency, and long-term organizational sustainability while continuing to deliver high-quality services to the community.

 [City Departments](#)

 [2030 Strategic Vision](#)

 [Citywide FY26 Budget](#)

 [Elevate '28](#)

The City of Long Beach fosters an environment where every employee is celebrated for their individuality and unique talents they bring to their role. Reflecting the diversity of the community within the workforce is a key priority embraced at every level of the organization and integrated into hiring, professional development, leadership, and organizational decision-making. City Leadership actively promotes equity and inclusion by partnering with staff and community stakeholders to foster a more inclusive, accessible, and transparent organization. Transparency remains a cornerstone of these efforts with demographic data, including workforce diversity and pay equity by race and gender, shared publicly to ensure accountability and progress.



THE DEPARTMENT: *POWERING A WORLD CLASS CITY*

The **Department of Technology & Innovation (TID)** serves as the strategic technology partner for the City, delivering the systems, infrastructure, cybersecurity, digital services, and innovation initiatives that support City operations and community services. Guided by its mission to provide a customer-focused environment that integrates people, process, and technology, TID plays a vital role in enhancing organizational effectiveness, improving service delivery, and helping the City meet the evolving needs of residents, businesses, and visitors. The Department operates with an FY26 budget of approximately \$90.4M and a team of approximately 208 employees (7 direct reports).

TID is currently organized into five (5) bureaus: **(1)** Business Operations, **(2)** Digital Services, **(3)** Enterprise Information Services, **(4)** Infrastructure Services, and **(5)** Technology Engagement & Support. The Department also provides leadership and oversight for several enterprise functions, including the Project Management Office, Cyber Security, Digital Equity & Inclusion, Technology Planning & Partnerships, and the Office of Civic Innovation. Together, these teams support everything from enterprise business systems and network infrastructure to digital inclusion and accessibility initiatives, strategic technology planning, and emerging technology adoption.

The Department is currently implementing TID28, the **City's Information Technology Strategic Roadmap**, a comprehensive plan designed to align technology investments with organizational priorities, modernize critical systems, strengthen cybersecurity, improve operational efficiency, and enhance customer experience for both City staff and the community. As Long Beach continues to evolve as a world-class city, TID is uniquely positioned to help shape how technology enables innovation, resilience, transparency, and exceptional public service.

STRATEGIC PRIORITIES & MAJOR INITIATIVES

OPERATIONAL EXCELLENCE & SERVICE DELIVERY

- Modernizing the Department's Internal Service Fund model and service delivery framework for a sustainable funding model (day-to-day O&M, future system replacements, and new system investments).
- Enhancing transparency, accountability, and customer service across technology operations.

ENTERPRISE TECHNOLOGY MODERNIZATION

- Advancing Critical Needs 2.0, a \$60M+ long-range strategy for major technology investments and solution delivery.
- Planning and implementing major system replacements such as LB COAST Phase 2, the City's Human Resources and Payroll system replacement initiative, Computer Aided Dispatch (CAD), and Records Management Systems (RMS) replacement initiative.

CYBER SECURITY & INFRASTRUCTURE RESILIENCY

- Strengthening cybersecurity capabilities and organizational resilience.
- Evaluating future-focused technology delivery models and infrastructure strategies that meet the needs of data privacy and keep up with the latest threat actor models.
- Identifying alternative delivery approaches for the City's fiber network expansion efforts.

PREPARING THE FUTURE

- Expanding the responsible use of generative AI, automation, and emerging technologies.
- Leading the development of an overarching data governance framework that dictates how the organizations manage its data as a strategic asset.
- Supporting technology infrastructure needs associated with the 2028 Olympic and Paralympic Games.

TO LEARN MORE ABOUT THE DEPARTMENT VISIT:

[!\[\]\(f60b7a900783ac3fd531bfd9c111be6d_img.jpg\) Department Organizational Chart](#)

[!\[\]\(f1c5da15572e3e09d343161be98f508d_img.jpg\) Department Website](#)

[!\[\]\(235bfe13ebf007ce2eea9e689707fac7_img.jpg\) Department FY26 Budget](#)

THE POSITION & ENGAGED LEADER

Reporting directly to the City Manager and serving as a key member of the City's 26-member executive leadership team, the Director of Technology & Innovation provides strategic leadership for one of California's most innovative municipal technology organizations.

This is a unique opportunity for a strategic, operational, and business-minded leader to help shape the next chapter of technology leadership in Long Beach. The City seeks a leader who understands that technology is not the end goal; rather, it is a tool for improving service delivery to customer departments and the community, providing community access to city services, enhancing organizational effectiveness, managing risk, and helping the City achieve its broader objectives. The successful candidate will thrive operating at both the executive and operational levels, providing strategic leadership while remaining actively engaged in the day-to-day management of a complex technology organization.

Like all City departments, TID is currently operating within an environment of heightened fiscal and staff constraints with increasing service expectations. As the City navigates budgetary challenges and carefully prioritizes investments, the Director will play a critical role in evaluating service delivery and staffing models, aligning resources with organizational priorities, and identifying opportunities to strengthen the Department's capacity to meet evolving business needs. Success in this role will require a leader who can balance innovation and modernization with fiscal stewardship, workforce development, operational excellence, and long-term sustainability.

The City requires a leader who is...

- A strategic and operational leader who remains actively engaged in the day-to-day work of the Department.
- Able to navigate municipal bureaucracy, organizational complexity, and department dynamics to build consensus and drive results.
- Customer-focused and committed to responsive service, collaboration, and strong partnerships across the organization.
- A skilled communicator who translates complex technical concepts into practical business solutions.
- A strong people manager who builds trust, develops staff, fosters accountability, and cultivates a healthy workplace culture.
- Financially astute and able to maximize resources, prioritize investments, and improve operational efficiency.
- Values both the high-profile strategic initiatives and the essential day-to-day technology operations that quietly enable every City department to succeed.
- An innovative yet pragmatic problem-solver who delivers reliable technology services while preparing the organization for the future
- Willing to challenge traditional assumptions, evaluate alternative approaches, and implement practical solutions.

MINIMUM QUALIFICATIONS

EDUCATION:

Bachelor's degree in computer science, information systems, public administration, business, or closely related field.

EXPERIENCE:

Eight (8) years of professional-level experience in technology management, system administration, and/ or program administration, with at least five (5) years of significant management experience.

DESIRED:

Local government experience; Master's degree

SUBSTITUTIONS:

Education may be substituted for lengthy experience and will be reviewed on a case-by-case basis.



SALARY & BENEFITS

Salary: \$224,424 - \$270,326 DOE/DOQ

PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2.5% @55 for "Classic" members and 2% @62 for new members as defined by PEPRA. Subject to employee contribution. Both the City and the employee contribute toward CalPERS retirement contributions. The City also participates in Social Security.
- **Health and Dental Insurance:** The City offers an HMO and PPO option for health and dental insurance coverage. City pays a major portion of the premiums.
- **Life Insurance:** City-paid term life insurance policy equal to three (3) times annual salary to a maximum of \$500,000.
- **Disability:** City-paid short-term and long-term disability insurance.
- **Management Physical:** Annual City-paid physical examination.
- **Vacation:** 12 days per year, increasing with years of service. Prior years of public sector service counted towards vacation accrual tier
- **Executive Leave:** 40 hours per year. City Manager has discretion to grant an additional 40 hours annually.
- **Sick Leave:** One day earned per month (8 hours); unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums.
- **Holidays:** Eleven (11) designated holidays per year, plus four (4) personal holidays to be used at the employee's discretion.
- **Transportation Allowance:** \$650 per month.
- **Deferred Compensation:** 457 Deferred Compensation Plan; 401(a) plan with City contribution of 2% (Classic) or 5% (PEPRA)
- Optional Flexible Spending Account (FSA)
- **Flexible/Hybrid Work Schedule:** Available (subject to City Manager approval).
- **Paid Parental Leave:** The City provides one hundred and sixty (160) hours of Paid Parental Leave at 100% of salary, for the birth, adoption or foster placement of a child, regardless of the gender, marital status or sexual orientation of the parent.
- **Negotiable relocation assistance**

CITY OF LONG BEACH

HOW TO APPLY:

For first consideration, apply by
submitting a resume and cover letter by
August 10, 2026, at:

 www.tristargovsolutions.com/careers

SAVE THE DATES: Interviews have been firmly scheduled to take place **in-person on September 3rd and 4th**. All candidates invited to interview will interview on September 3rd and a finalist group will then be moved forward to the final interviews on September 4th. Candidates must be available all-day for both interview dates.

QUESTIONS? Please contact your Recruiter, Sam Sackman, with any questions:

- Email: sam@tristargovsolutions.com
- Website: www.tristargovsolutions.com
- Phone: 408-605-0790

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