# Director of Innovation & Technology

## The City of Missouri City, Texas

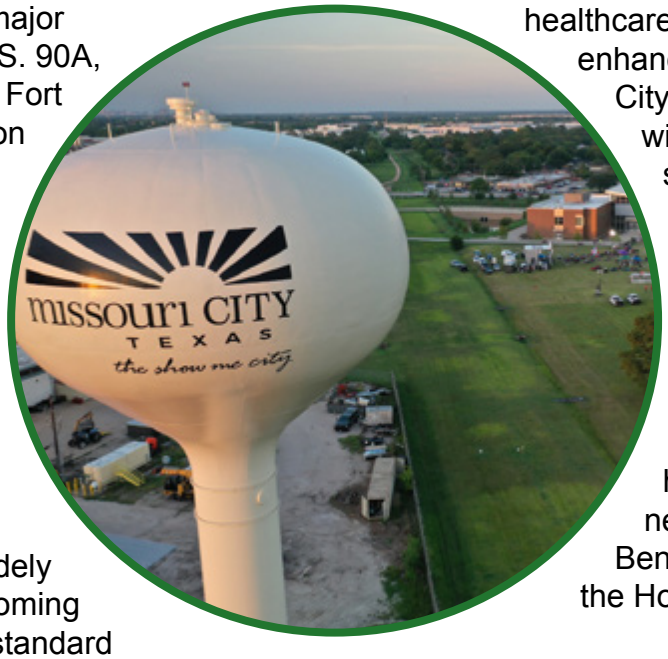
### Executive Recruitment

65th North Group

Missouri CITY TEXAS

# THE COMMUNITY

The City of Missouri City, Texas, is one of the Houston region's most dynamic communities, offering a strong location, exceptional quality of life, and the opportunity to serve in a city that continues to grow with purpose. Located approximately 20 miles southwest of downtown Houston. Primarily situated in Fort Bend County, with a small portion in Harris County, the City benefits from convenient access to major transportation corridors, including U.S. 90A, State Highway 6, Beltway 8, and the Fort Bend Toll Road. This strategic location places residents within easy reach of Houston's employment centers, cultural amenities, professional sports, and major airports, while maintaining the character and livability of a suburban community.

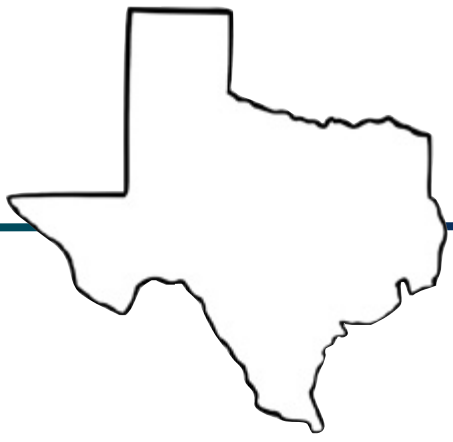



With a population of approximately 90,000 residents, Missouri City reflects the diversity of the greater Houston metropolitan area and is widely recognized for its inclusive and welcoming environment. The City offers a high standard of living, strong civic leadership, and a forward-looking community culture that values safety, diversity, engagement, and collaboration.

Since its incorporation in 1956, Missouri City has experienced steady, well-managed growth supported by strong development standards and thoughtful planning. Ongoing residential, commercial, and industrial growth has strengthened the local economy while preserving the City's quality of life and community character.

The City offers extensive recreational and lifestyle amenities, including more than 20 parks totaling over 500 acres, miles of walking and biking trails, a modern Recreation and Tennis Center, Quail Valley Golf Course, City Centre, and unique community amenities such as the Edible Arbor Trail. Educational and healthcare access further enhance Missouri City's appeal, with strong school options, nearby higher education institutions, and proximity to the Texas Medical Center and major healthcare networks in Fort Bend County and the Houston region.

For the next Director of Innovation & Technology, the City of Missouri City offers an exceptional opportunity to help shape the digital future of a growing, service-oriented, and community-focused organization.



## THE ORGANIZATION

The Innovation & Technology Department provides enterprise technology leadership, systems support, digital service delivery, GIS services, network services, desktop support, application development, technology planning, and related internal support services for the City of Missouri City.

The Department has a combined annual budget of approximately $8 million and includes 16 full-time positions. The Department supports the City's ability to deliver reliable, secure, efficient, and responsive municipal services by maintaining core technology infrastructure, supporting departments, advancing technology projects, and helping the organization prepare for emerging technology needs.

A high-impact opportunity to lead the technology systems, innovation strategy, and digital tools that support every City department.

The Department includes professional staff across key technology service areas, including:

- Network engineering
- Desktop services and end-user support
- Application development and programming
- GIS administration and production support
- Technology administration and office management
- Enterprise systems support
- Technology project coordination
- Innovation and process improvement

The Director of Innovation & Technology will lead an amazing department of dedicated personnel at a time when technology, cybersecurity, artificial intelligence, digital transformation, data, and service modernization are increasingly central to effective local government operations.

## THE POSITION

The City of Missouri City seeks a forward-thinking Director of Innovation & Technology to lead enterprise technology, advance innovation, support responsible AI integration, and help shape the City's next generation of digital service delivery.

This executive-level role requires a leader who can balance strategic vision with practical implementation. The successful candidate will oversee day-to-day technology operations and help departments leverage technology to improve business processes, increase productivity, strengthen service delivery, and enhance the customer experience.

Help guide the City of Missouri City's next chapter of innovation, technology, and digital service excellence.

The Director will provide leadership in several key areas:

- Enterprise technology operations, including infrastructure, systems, desktop support, GIS, application development, and service delivery
- Innovation and modernization, including AI integration, digital tools, process improvement, emerging technologies, and data-informed decision-making
- Technology governance and investment, including strategic planning, project prioritization, cybersecurity, business continuity, procurement, contracts, licensing, vendors, and budget management
- Leadership and collaboration, including staff development, department support, executive communication, City Council presentations, and cross-department problem-solving

The Director will work closely with the city manager's office, department directors, technology staff, vendors, and external partners to ensure that technology investments are secure, sustainable, aligned with organizational priorities, and capable of supporting the City's continued growth.

## Department At A Glance

**Budget**: Approximately $8 million

**Staffing**: 16 full-time positions

**Core functions**: Technology operations, GIS, network services, desktop support, application development, AI integration, enterprise systems, and digital service delivery

**Form of Government**: Council - Manager

# MINIMUM QUALIFICATIONS AND THE IDEAL CANDIDATE

The City of Missouri City seeks an experienced technology leader with strong technical knowledge, executive judgment, and the ability to operate effectively in a municipal environment. The ideal candidate will bring both strategic vision and practical implementation experience.

**Minimum qualifications include**:

- Bachelor's degree from an accredited college or university with major coursework in Management Information Systems, Business Administration, Information Systems, Computer Science, or a related field
- Experience with major systems implementation, technology governance, cybersecurity, business continuity, GIS, enterprise systems, or digital transformation
- At least eight years of increasingly responsible experience with information technology systems
- Five or more years of information technology supervisory experience

**Preferred qualifications include**:

- Experience in local government or a comparable public-sector organization
- Experience leading AI initiatives or emerging technology programs

The ideal candidate will understand:

- Enterprise technology operations
- Strategic technology planning
- Municipal information systems
- AI integration and emerging technology
- Cybersecurity and technology risk management
- Business process improvement
- Project governance and systems implementation
- Budget development and administration
- Vendor and contract management
- GIS, network, desktop, and application support functions
- Customer service and internal department support

The successful candidate will be a collaborative, service-oriented leader who can build trust across departments, communicate technical issues clearly, manage competing priorities, support employees, lead organizational change, and help the City of Missouri City continue to advance as a modern, innovative, and responsive municipal organization.

# COMPENSATION AND BENEFITS

The City of Missouri City offers a competitive compensation and benefits package to attract experienced professionals.

- The expected hiring salary is approximately $150,000, depending on qualifications and experience.
- Long-Term Financial Security - TMRS (Texas Municipal Retirement System) – you can earn a monthly retirement benefit for life
- 457 (b)/Roth IRA
- Insurance: Life, Disability, Voluntary Life, Accidental Death & Dismemberment, Supplemental Insurance plans through Aflac

- Tuition Assistance up to $3,000
- Employee Assistance Program
- Employee Development and Educational Reimbursement
- Flexible Spending Account, Health Spending Account
- Vacation & Sick Leave
- 12 Holidays, 1 floating holiday
- Phone Allowance
- Vehicle Allowance
- Legal Shield/ID Shield
- Relocation assistance may be available

## TO APPLY

This position is open until filled, and resumes will be reviewed as soon as they are submitted.

To apply for this exceptional opportunity, submit your cover letter and resume to missouricityit@65thnorth.com.

Direct all inquiries to 65th North Group, Dave Ross, at dross@65thnorth.com or Gary Eisenga, at geisenga@65thnorth.com, or call (888) 702-4548.

## SELECTION PROCESS

After the first review of resumes, 65th North Group will conduct a comprehensive evaluation of all submitted materials. Candidates whose backgrounds most closely align with the City's needs may be invited to participate in the next phase of the process.

**Timeline**

- The City intends to move quickly and anticipates making an appointment to a highly qualified applicant as soon as possible.