

Join The *Reliable One* as Chief Transformation & Technology Officer



OUC – The *Reliable One* is an industry leader and the second largest municipal utility in Florida. We are seeking creative, forward-thinking, self-motivated candidates who can help us achieve our vision of being recognized as an innovative leader and partner of choice. In addition, we are seeking individuals who are interested in working for a family-friendly employer.

OUC offers a competitive compensation and benefits package, which includes an employer-paid medical program for employees, a robust dependent coverage contribution, employer-paid life insurance, a hybrid retirement package, and paid vacation, holidays and sick time. Relocation assistance is available for professional-level candidates who live outside the tri-county Central Florida area.

POSITION SUMMARY:

The Chief Transformation and Technology Officer (CTTO) will serve as a catalyst for enterprise-wide innovation and cultural transformation. The CTTO has complete ownership of the organization's strategic planning process, and ensures its alignment with the business strategy and the delivery of capabilities required to achieve business success. Responsible for managing the process of innovation, technology adoption, digital transformation leadership and change management at OUC to drive increases in profitability and value around core energy and water lines of business. Value will be measured in the strategic areas of customer, employee, community and financial impact. Responsible for gathering and originating new ideas from internal and external stakeholders, refining them into executable business initiatives, and championing implementation.

As a member of the executive leadership team, the CTTO participates in and contributes to overall enterprise business strategy development. The CTTO brings a current knowledge and future vision of leveraging information and technology in business model design,

business process re-engineering, product and service development, and support for competitive advantage. The CTTO facilitates a connected approach to transformation by encouraging and bringing together cross-functional entities to embrace a networked model for execution of organizational initiatives.

PRIMARY RESPONSIBILITIES:

- Sets the mission and vision of the CTTO organization (Information Technology, Strategy, Process Improvement, Data Analytics and Emerging Technologies) to foster business-oriented and digital-ready culture and mindset.
- Leads development of long-range strategic plan in partnership with the executive leadership team and external consultants; develops corporate metrics that are appropriate for OUC's strategic plan.
- Leads the development of the IT strategy and roadmap. Ensures its integration with the enterprise's strategic planning process, and the resulting business strategy and plans.

WWW.OUC.COM

OUC 
The *Reliable One*®

- Acts as a trusted advisor, and builds and maintains relationships with other C-level executives and business unit leaders to develop a clear understanding of business needs. Ensures cost-effective delivery of services to meet those needs, and responds with agility to changing business priorities with a continued focus on process improvement.
 - Directs the design and implementation of the IT operating model, organizational structure, and governance process. Uses influencing and negotiation skills to create synergies across the enterprise to enable cost-effective and innovative shared solutions in achievement of business goals.
 - Collaborates with executive leadership and business partners to define and execute the enterprise digital business strategy. Participates in and contributes to the assessment of external digital opportunities and threats, and internal technology capabilities required to achieve desired competitive positioning.
 - Provides executive leadership for the Data & Analytics and Emerging Technologies governance committees.
 - Stays current on new technologies and platforms, and provides direction on what emerging technologies should be assimilated, integrated and introduced within the enterprise to ensure IT capabilities respond to the needs of the enterprise's digital business strategy. Provides strategic direction in the organization's innovation efforts and role in experimenting with new solutions to take advantage of those opportunities in the fulfillment of the enterprise's digital business strategy.
 - Partners with Operational Technology to focus on cyber security for the IT network.
 - Develops and controls annual operating and capital expenditure budget for areas of responsibility to ensure the budget is consistent with the enterprise's overall strategic objectives and is within plan.
 - Enhances the organization's capabilities by leveraging a multitude of resources, both internally and externally. Directs the development of the IT sourcing strategy, and provides executive oversight for strategic vendor and partner relationship management.
 - Engages and works with HR and key stakeholders to map out scenarios for workforce transformations. Develops the CTTO workforce strategy and action plans that align with and enable the effective execution of business strategies.
 - Partners with HR to continually look for leading-edge and innovative solutions to the recruitment, development and retention of the CTTO workforce.
 - Leads the establishment and execution of a digital workplace strategy that enables the development of digital dexterity in the workforce. Ensures employees have the tools and work environment to be more engaged, productive and effective.
 - Partners with business unit leadership team to drive culture change in support of digital business transformation and innovative emerging technology.
 - Oversees all initiatives and processes related to innovation, including but not limited to: process mapping, stakeholder engagement, planning, program management, and idea execution.
 - Monitors development of new technologies in the utility industry; defines requirements for new technology implementations and communicates them to key business stakeholders; ensures alignment of technology vision with corporate strategy.
 - Analyzes trends and market disruptions to identify emerging new market opportunities.
 - Plans, organizes, trains, coaches, directs and evaluates the performance of assigned managers, supervisors and staff, establishing performance requirements and personal development targets, monitoring performance, and providing direction for performance improvement and development.
 - Provides leadership and example in meeting OUC's safety goals.
 - Performs other job-related duties as assigned.
- KNOWLEDGE, SKILLS AND ABILITIES:**
- Knowledge of:**
- Federal, state and local laws, regulations and court decisions affecting the utility industry.
 - IT frameworks such as National Institute of Standards Technology or Critical Security Controls, Six-Sigma, Information Technology Information Library, Governance of Enterprise IT.
 - Best practices related to integration of processes, hardware, and software.
 - Organizational change management principles, methodologies, and tools.
 - Project management approaches, tools, and phases of project lifecycle.
 - Strategies for measuring effectiveness of change management plans applied to strategic initiatives.
- Skill in:**
- Monitoring and identifying new technologies and innovations as they relate to the utility industry.
 - Leading communication for organizational innovation activities.
 - Using required software including Microsoft Office (e.g. Excel, Word, Power Point, Outlook, etc.).
 - Utilizing financial data and metrics in support of strategic planning, technology and innovation initiatives.
 - Leading, facilitating and/or participating in the strategic planning, organization design, implementation and monitoring of comprehensive innovation and strategic programs.
 - Establishing metrics that align with corporate strategy and goals.
- Ability to:**
- Plan and direct a broad range of programs and initiatives related to strategic planning, technology, change management and innovation.

- Communicate effectively both verbally and in writing and present to executive audiences to include OUC Leadership and Board of Commissioners.
- Read, understand, interpret, apply, and implement company policy and procedure.
- Establish and maintain effective working relationships with all levels of OUC employees, elected officials, business and community leaders, media representatives, and the public.
- Analyze difficult and complex issues and strategies to reach sound, logical, fact-based conclusions and recommendations.

JOB REQUIREMENTS:

Education

Bachelor's degree in business administration, engineering, computer science, or a related field from an accredited college or university. Advanced degree preferred.

Experience

- Minimum of ten (10) years' experience in strategic planning, technology innovation, corporate strategy, and or change management.

- Preferably five years or more experience in related, industry-leading, large, cross-functional teams or enterprise-wide transformation programs, influencing senior-level management and key stakeholders effectively across the organization and within complex contexts.
- Preferably proven experience or demonstrated capability in leading transformational initiatives in complex and dynamic environments and taking advantage of digital opportunities to innovate business models and enable the digitalization of the business.

Licenses/certifications/registrations:

- A valid driver's license is required for appointment and must be maintained during employment
- Governance of Enterprise IT
- Six-Sigma
- Project Management Professional

TO APPLY: *Interested candidates should submit a cover letter and resume no later than February 21, 2020 to: jgallo@mfpllc.us*

Joyce Gallo
 Mycoff Fry Partners LLC
 PO Box 1310, Conifer, CO 80443
 (800) 525-9082

**In accordance with Florida law, submitted applications will become subject to public records requests upon receipt.*

