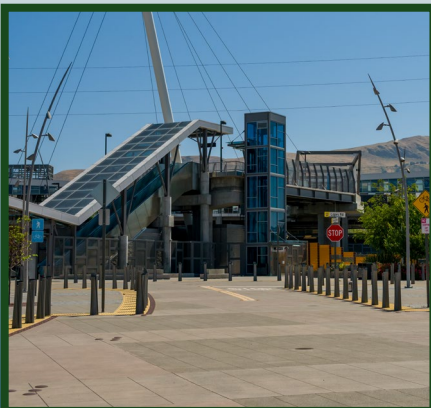




# INFORMATION TECHNOLOGY SERVICES DIRECTOR

FREMONT, CA

*Build on a strong technology  
foundation and shape the future of  
innovation and service in Fremont*



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## THE COMMUNITY

Centrally located and serving as the eastern anchor of the San Francisco Bay Area and Silicon Valley, the City of Fremont (population 233,974) is the Bay Area's fourth largest city and a vibrant center of innovation, culture, and community life. Once an agricultural hub of five small towns, Fremont has evolved into a leader in technology and advanced manufacturing, while maintaining the feel of a connected, diverse, and strategically urban community.

Spanning 92 square miles, Fremont is home to more than 42 million square feet of office, R&D, manufacturing, and warehouse space. Over 1,200 cutting-edge companies in clean technology, life sciences, and advanced manufacturing—including Tesla, Bloom Energy, Lam Research, Thermo Fisher Scientific, Quanta Computer, and Western Digital—call Fremont home. The Fremont Innovation District continues to attract start-ups and entrepreneurs, with hundreds of millions of dollars in venture funding fueling new ideas and growth.

Fremont's connectivity within the Bay Area is unmatched. The City's two BART stations link Fremont directly to both San Francisco and the heart of Silicon Valley by rail. Investment in the Warm Springs area is driving both employment and housing growth, while downtown Fremont is transforming into a vibrant, walkable mixed-use district. Fremont offers an exceptional quality of life. The community enjoys a high rate of homeownership, excellent public schools, safe neighborhoods, and one of the lowest unemployment rates in the region. Median household income is approximately \$175,816, and nearly 63% of residents hold a bachelor's or advanced degree.

The City is also one of the most diverse in the country, with more than 80 percent of residents identifying as members of minority communities, including a majority being of Asian descent.

Fremont's livability is recognized nationwide. WalletHub rated it the best place to raise a family in the nation, and it is also recognized as the Happiest City in the U.S. Fremont also became the first City nationally to earn the SolSmart Platinum designation, affirming its leadership in solar energy deployment and climate action. The League of

California Cities also awarded it top honors for climate action initiatives.

An innovative, high-tech city with a strong economy, diverse community, and enviable quality of life—Fremont is a city on the move and a model for the future of the Bay Area.

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## CITY GOVERNMENT

Incorporated on January 23, 1956, Fremont is a General Law City operating under a Council/Manager form of government. The City Council consists of one Mayor elected at large, and six Councilmembers elected by district. Together, the City Council adopts the City budget and makes all major policy decisions.

The City Council is assisted in its duties by a variety of advisory boards, commissions, and committees, whose members are appointed by the Mayor, subject to the approval of the Council. The City Council also appoints both the City Manager and the City Attorney. City departments include City Attorney's Office; City Manager's Office; Community Development; Community Services; Economic Development; Finance; Fire; Human Resources; Human Services; Information Technology Services; Maintenance Operations; Police; and Public Works. Garbage collection and recycling are provided through a contract with Republic Services.

Fremont maintains a workforce of approximately 994 full-time equivalent (FTE) positions and is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. City employees find their work challenging, and most importantly, enjoy the chance to make a difference through public service.

Fremont operates under an adopted FY 2026-27 General Fund Budget of \$289.1 million and a total Citywide Budget of \$427.1 million. The City is committed to financial stability and continues to maintain expenditure levels that are supported by projected ongoing resources. The City also has healthy financial reserves with a total General Fund reserve level of 18.1% and a budget that provides a sensible combination of funding to maintain future service levels.

Fiscal discipline and wise stewardship have served the municipality well over the years and remain in the City's philosophy. Fremont continues to dedicate resources to important economic development, capital projects, and legislative advocacy initiatives while remaining committed to fulfilling the City Council's vision that Fremont will be a strategically more urban, vibrant, sustainable, well-designed, diverse, and globally connected economic center anchored by

*An innovative, high-tech City with a growing economy and a vibrant community life, Fremont is a City moving forward.*

strong neighborhoods, community pride, an involved citizenry, and an outstanding quality of life.

During its annual retreat in February 2026, the City Council emphasized economic development as the key driver to ensure future financial stability and renewed its commitment to key priorities:

- Economic Development and Fiscal Sustainability
- Addressing Homelessness
- Focus on Public Safety

To learn more about Fremont, visit:

<https://www.fremont.gov/>

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## INFORMATION TECHNOLOGY SERVICES DEPARTMENT

The Information Technology Services (ITS) Department provides the technology infrastructure, systems, security, and support essential to virtually every aspect of City operations and service delivery. ITS supports and enhances the City's computer and telecommunications systems, enterprise applications, cybersecurity readiness, Geographic Information Systems (GIS), and other critical business technologies. With a strong customer service orientation, the Department works collaboratively across the organization to identify, select, and implement technology solutions that advance the City's strategic goals and improve services to employees and the community.

The Department is supported by 28 talented team members and has a proposed FY 2026/27 budget of approximately \$25.3 million. The organization includes Administration and five major service areas: Customer Support Services, Infrastructure Services, Enterprise Systems, Geographic Information Systems, and the Security Program.

Fremont has made significant investments in modernizing its technology environment and is well positioned for its next generation of innovation. Recent accomplishments include implementing a new records management system and an IT service management and

asset management solution; upgrading the City's Tyler Munis enterprise system; implementing multi-factor authentication; expanding high-speed community Wi-Fi; increasing internet bandwidth by connecting City-owned fiber; and modernizing the City's GIS platform.

Fremont's next Information Technology Services Director will build upon a strong technology foundation while shaping the City's next generation of technology-enabled services. Key priorities include overseeing a new agenda management system implementation, advancing cybersecurity and organizational resilience, modernizing GIS and other core systems, and exploring responsible uses of AI and emerging technologies.

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## IDEAL CANDIDATE

The City of Fremont seeks a strategic, forward-thinking technology executive who will build upon a strong foundation and lead the City's continued evolution as a modern, technology-enabled organization. The ideal candidate will bring broad information technology leadership experience encompassing both infrastructure and enterprise systems, along with the ability to anticipate emerging technology opportunities and translate them into practical solutions that advance organizational priorities and improve service delivery. They will understand that technology is not simply a support function, but an essential strategic resource for achieving City goals.

Fremont's next ITS Director will be a highly collaborative and credible leader who develops strong relationships throughout the organization and is recognized as a trusted partner and exceptional internal service provider. With a citywide perspective, the Director will actively engage departments to understand their business needs, identify opportunities, establish priorities, and develop technology solutions that support both immediate operational requirements and long-term organizational goals. Strong interpersonal and communication skills will be essential, along with the ability to communicate complex technology issues clearly to the City Manager, executive colleagues, employees, the City Council, and other stakeholders.

A thoughtful innovator and effective leader of change, the successful candidate will bring intellectual curiosity and enthusiasm for exploring emerging technologies, including the evolving opportunities presented by artificial intelligence. They



will balance innovation with sound judgment regarding cybersecurity, risk, organizational readiness, resources, and long-term sustainability. The Director will also bring strong project and change management skills and a demonstrated ability to successfully guide complex, cross-departmental technology initiatives from planning through implementation.

The ideal candidate will be an experienced and engaging leader of people who value and develop staff. They will be comfortable leading a diverse, multi-generational workforce with varying backgrounds, specialties, and levels of experience. A hands-on and accessible leadership style will be important—the Director will empower talented staff and provide them with room to lead while remaining sufficiently engaged to provide direction, remove obstacles, and step in when critical projects or communications require executive level guidance. Experience building cohesive teams, navigating organizational change, and working effectively in a unionized environment will be valuable.

Strong business and financial acumen will complement the Director's technology expertise. The successful candidate will understand how to prioritize competing technology investments, manage operating and capital resources responsibly, and develop sustainable approaches to maintaining and replacing critical systems and infrastructure. They will be comfortable contributing beyond the boundaries of ITS as an active member of the City's executive leadership team and helping shape solutions to broader organizational challenges. The position serves as the City's senior technology advisor and is responsible for developing a comprehensive citywide technology strategy and ensuring that mid- and long-term technology priorities are aligned with available resources.

This is an exceptional opportunity for a technology leader who values innovation, collaboration, and public service. Fremont offers the scale and complexity of a large city while maintaining an environment where leaders can build meaningful relationships, influence decisions, and see the impact of their work. With modernized core systems, organizational support for technology, and a location at the center of Silicon Valley, the next Director will have the opportunity to build upon considerable progress while helping define how one of the Bay Area's most innovative communities uses technology in the years ahead.

Any combination of education and experience that provides the required knowledge and skills may be qualifying. A typical background includes a Bachelor's degree in information systems, computer science, accounting, mathematics, public or business administration, or a related field, and seven years of progressively responsible experience in information systems, computer systems, and analysis, including three years of supervisory and/or management experience. A Master's degree is desirable.





## Application & Selection Process

The closing date for this recruitment is **midnight on Sunday, October 11, 2026**. To apply for this opportunity, upload a cover letter, resume, and a list of six professional references using the "Apply Now" feature at [www.tbcrecruiting.com](http://www.tbcrecruiting.com)

**TB&CO.**

Suzanne Mason • 562.631.2500

**TERI BLACK & COMPANY, LLC**

[www.tbcrecruiting.com](http://www.tbcrecruiting.com)

## COMPENSATION & BENEFITS

The annual salary range for the Information Technology Services Director is \$244,967 - \$330,421; placement within the range is dependent on qualifications and experience. Salary is supplemented by an attractive benefits package including:

**Retirement:** CalPERS Program

- 2% at 60, for Classic members hired on or after 4/8/12.
- 2% at 62, for new PEPRAs members hired after 1/1/13.

**City Paid Health Benefits Allowance:**

Monthly allowance of \$2,900 towards medical (CalPERS), dental, and vision programs. Increasing to \$3,100 monthly, effective January 1, 2027.

- Employees are eligible to receive up to \$580 per month if the full allowance is not allocated towards health programs.

**Retiree Medical:** Reimbursement program available based on years of service. Consideration will be given for prior years of public service experience.

**Annual General Leave:** Employees accrue 128 hours of general leave initially, increasing to 188 hours after 16 years of service. Consideration will be given for prior years of public agency experience.

**Management Leave:** Starting at 112 hours initially, increasing to 124 hours after 11 years of service.

**Bereavement Leave:** Up to 5 days (40 hours) of leave.

**Holidays:** 13 fixed paid holidays and 1 floating holiday.

**Life Insurance and AD&D:** Provided coverage up to \$100,000, optional supplementary insurance available at employee's expense.

**Long-term Disability:** City Paid at 2/3 monthly salary up to \$10,000 per month.

**Short-term Disability:** Employee paid (voluntary) monthly salary up to \$2,500 per week.

**Deferred Compensation Programs:** The City contributes 2% of base salary to a 401(a) plan and \$4,000 to a 457(b) plan annually.

**Tuition Reimbursement:** Up to \$20,000 (based upon eligibility requirements).

**Employee Assistance Program:** Program provided.

For more information on the applicable benefits, please visit:

<https://bit.ly/3SXmRkf>

After the closing date, the consultants will grant preliminary interviews to applicants with the most relevant qualifications. Candidates deemed to be the best qualified will be invited to participate in additional interviews and a meeting with the City Manager. The City anticipates making an appointment in a timely manner, once negotiations, background and reference checks, and confirmation by City Council are completed. Please note that references will not be contacted until mutual interest has been established.

