POSITION
ANNOUNCEMENT

10/31/2024

Executive Search for:

Chief Information Officer

Port of Portland

Portland, Oregon

POSITION ANNOUNCEMENT

INTRODUCTION

The Port of Portland is seeking an experienced leader, innovator, and critical thinker who is committed to growth as the Port's next **Chief Information Officer**.

As a pivotal senior leader, the CIO steers the strategic direction and leadership of the Port of Portland's IT department. This role transforms the organization's technological landscape, fostering innovation, efficiency, and growth.

ABOUT THE PORT

At the Port of Portland, we use everything we have – our three airports, four marine terminals, five business parks, and all the resources, expertise and experience behind them – to move with purpose, connecting people with powerful opportunities and creating value for our region.

Established in 1891 by the 16th Oregon Legislative Assembly, the Port of Portland focuses on enhancing the community economically, socially and environmentally, while continuing to serve passenger and cargo needs.

The Port owns four marine terminals, including Oregon's only deep-draft container port, three airports (Portland International, Hillsboro, and Troutdale) and five business parks around the metropolitan area.

Additionally, the Port owns and operates the Dredge Oregon to help maintain the navigation channel on the lower Columbia and Willamette rivers.

MISSION + VISION

The Port of Portland brings people, products, and places together. With three airports, four marine terminals, and five business parks, the Port's distinct branches all add up to economic prosperity and a better quality of life. The organization places high value on leadership, inclusion, and service.

Mission:

Build shared prosperity for the region through travel, trade, economic development

Vision:

A prosperous region, where quality jobs, multi-generational wealth, and access to markets are equitable and shared

EQUITY AT THE PORT

At the Port of Portland, we work to ensure that all people have opportunities to satisfy essential needs, experience enhanced well-being, and achieve their full potential so that no one's identities predict life outcomes. We maximize benefits to Black, Indigenous, people of Color, low-income workers, and people with disabilities.

With shared prosperity embedded in our mission, we know that our actions influence the socioeconomic and environmental fabric of our region, we believe that our work should help all communities prosper.

Advancing racial equity and creating a welcoming and inclusive place to work requires organizations to embark upon personal, organizational and systemic change. We acknowledge and actively work to dismantle institutional racism. We uplift the value of inclusive leadership, where we strive to be humble and learn from our experiences, listen first, work to engage diverse voices, and invest in our teams.

POSITION DESCRIPTION

LOCATION

Portland, Oregon

REPORTS TO

Chief Financial Officer

NUMBER OF DIRECT REPORTS

6

NUMBER OF INDIRECT REPORTS

60-70

The Chief Information Officer (CIO) provides visionary leadership and strategic direction for all IT systems and infrastructure at the Port of Portland. The CIO drives the organization's digital transformation by aligning IT strategies with business objectives to foster innovation, operational efficiency, and growth. This role requires a forward-thinking leader who champions change and cultivates a culture of continuous improvement, integrating IT strategies with broader organizational goals and competencies.

As a pivotal senior leader, the CIO steers the strategic direction and leadership of the Port of Portland's IT department. This role transforms the organization's technological landscape, fostering innovation, efficiency, and growth. The CIO ensures IT strategies are seamlessly integrated with the Port's overall business goals, promoting a culture of continuous improvement and operational excellence.

KEY RESPONSIBILITIES

Strategic Leadership: Lead the development and execution of a comprehensive IT strategy that supports the Port's mission and objectives, integrating with organizational strategic plans.

Digital Transformation: Identify and implement emerging technologies to drive business innovation and competitiveness, ensuring alignment with organizational competencies and job design.

Change Management: Foster a culture of innovation and lead organizational change initiatives to ensure the successful adoption of new technologies, aligned with the overall organizational change management strategy.

Stakeholder Collaboration: Engage proactively with business units and external partners to align IT strategies with organizational goals, ensuring collaborative efforts contribute to the Port's strategic objectives.

Operational Management: Ensure the reliability, security, and scalability of IT systems and infrastructure, integrating IT governance and information management best practices.

Performance Measurement: Develop and implement performance metrics to assess the impact of IT initiatives and promote continuous improvement, ensuring alignment with organizational competency models.

IDEAL CANDIDATE PROFILE

KNOWLEDGE + SKILLS

The Port of Portland is seeking a highly experienced, mission-driven, and visionary CIO to lead our IT, information security, and data center operations. The CIO will be instrumental in shaping our technological future, ensuring optimal security, efficiency, and innovation.

Demonstrated Knowledge:
- Overall strategic planning approaches, methods, and integration with business and strategic plans.
- Strategic goal setting, budget management, and global security infrastructures.
- Long and short-term planning, budgeting; public agency processes, and accountability.
- IT disciplines including project & program management and technology infrastructure.
- General business operations preferably in one or more of the Port's industries as well as in both public and private sectors.
- Application of systems and information theory within a practical business context.

IDEAL CANDIDATE PROFILE

KNOWLEDGE + SKILLS

Demonstrated Knowledge (continued):

- IT governance and information management best practices.
- Technical systems standards and practices in all areas of information systems.
- Compliance requirements.
- Local, State, and Federal laws, rules, policies, and regulations affecting the information infrastructure and related technology and systems.

Demonstrated Skills:

- Various measurement systems, specifically with measurement practices demonstrating the costs and return on IT services and functions.
- Standard office productivity, fiscal and project management processes, procedures, and applications.
- Leading, managing, and mentoring a diverse team of IT professionals and security experts.
- Oversee risk management processes to identify, assess, and mitigate technology-related risks.

In addition to the knowledge and skills listed above, all Port positions require employees to:

- Demonstrate commitment to valuing differences among individuals and a passion for being inclusive.
- Promote safety as a guiding principle and a regular practice in accomplishing work, focusing on safety improvements and complying with safety and health policies and procedures.
- Show the utmost respect for others and act as a team player.

IDEAL CANDIDATE PROFILE

QUALIFICATIONS

Education and Experience:

- Bachelor's in Computer Science, Information Technology, or a related field. Master's in Computer Science, Business Administration, or Information Systems Management is strongly preferred.
- Progressive and proven senior-level IT management and leadership experience, with a minimum of 8-10 years in a senior IT leadership role, and a proven track record in leading digital transformation initiatives, managing IT operations, and developing strategic IT roadmaps.

Required License and/or Certification(s):

- Ability to obtain and maintain security clearance from TSA
- Valid Driver's License

THE FINE PRINT

PHYSICAL DEMANDS + WORK ENVIRONMENT

- **Safety:** The Port promotes safety as a guiding principle and practice in accomplishing work by complying with safety and health policies and procedures and consistently seeking improvements that support operational excellence.
- **Diversity and Inclusion:** At the Port, we don't just accept difference; we value and support it to create a culture of inclusiveness and fun. We are proud to be an Equal Opportunity Employer.
- **EEO/Affirmative Action Policy Statement:** The Port of Portland is dedicated to maintaining and improving a work environment, which extends equal opportunity to all individuals, regardless of their race, color, sex, age, religion, national origin, marital status, veteran status, disability or sexual orientation. Employment decisions shall be made in such a manner as to further the principle of equal employment opportunity and to comply with state, federal and local laws. We affirm through this policy statement our continuing commitment to the principles of nondiscrimination and affirmative action.
- **Veterans Preference:** Under Oregon law, qualified veterans may be eligible for veterans preference when applying for Port of Portland positions. If you are a veteran and would like to be considered for a veterans preference for this job, please provide the qualifying documents as instructed during the application process.
- **Background Checks and Drug Testing:** The Port of Portland will conduct background checks and/or drug tests for positions where such tests are required by regulation and for other safety-sensitive positions.
- **ADA Accommodation:** Accommodations will be considered for applicants or candidates with a qualifying disability that prevents them from participating in this process. Accommodations will be made where the Port can reasonably do so without imposing an undue hardship on the business or compromising the integrity of the recruitment process. An applicant with any disability who believes that they need an accommodation should contact Human Resources at 503.415.6000

THE FINE PRINT

TIME FRAME

The Port is seeking to have a new Chief Information Officer in place by December 2024.

COMPENSATION RANGE

$225k - $275k/year

REWARDING BENEFITS

We offer a comprehensive benefits package including medical and dental plans, a flexible spending account (F.S.A.) or health savings account (H.S.A.), P.E.R.S. eligibility, a 457 plan, vacation time, tuition reimbursement, life and disability insurance, and transportation options for the active commuter.

Port of Portland

POSITION ANNOUNCEMENT

NEXT STEPS

If you would like to apply for the position of the Port of Portland's next **Chief Information Officer**, please go to: motusrecruiting.co/PortCIO
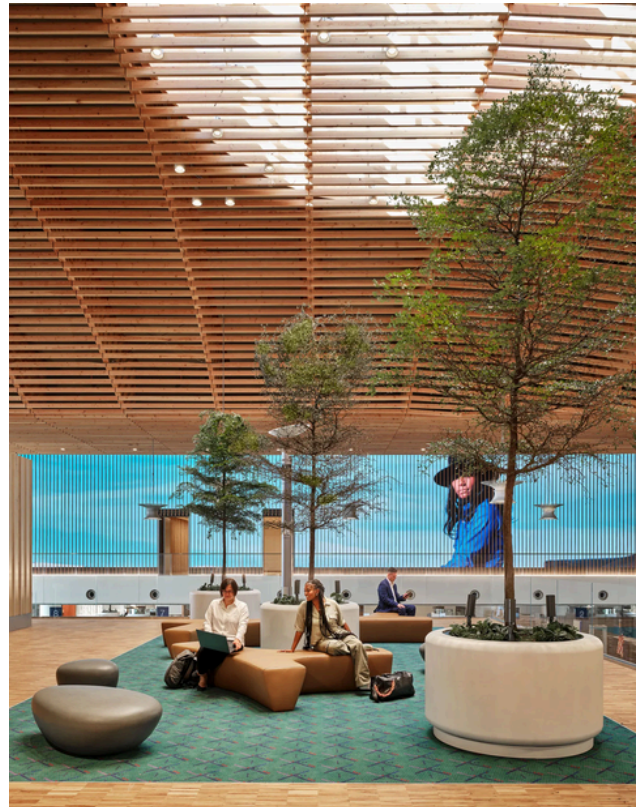
THANK YOU, AND WE LOOK FORWARD TO WORKING WITH YOU.

MOTUS

MOVING PEOPLE FORWARD