



Newport News • Virginia

invites your interest in the position of

Chief Information Officer



Recruitment Services Provided by Ralph Andersen & Associates

An Opportunity to Make a Difference

The award-winning and vibrant City of Newport News, Virginia (population 186,247) is conducting a national search for an experienced Chief Information Officer (CIO). This executive leadership position is responsible for shaping and executing a bold, future-ready vision for technology and innovation across the City of Newport News.

With a Departmental budget of \$14.3 million, this position leads a dynamic team of 63 full-time employees in leveraging emerging technologies, including artificial intelligence (AI), data analytics, and digital transformation, to enhance City services, improve operational efficiency, and elevate the resident experience.

This role reports to the Senior Deputy City Manager, for Finance and Administration, and serves as a strategic advisor to City leadership. The ideal candidate will be a proven strategic technology leader who empowers elected officials and staff through collaboration, sound analysis, and strong implementation skills.

The City of Newport News has an adopted budget of approximately \$1.1 billion.

Why the City of Newport News?

Newport News, recently named an All-America City in the summer of 2024, is located along the Hampton Roads harbor banks in southeastern Virginia. It is a major East Coast port and one of the Commonwealth's largest cities, with a rich heritage dating back to the founding of the United States. Newport News and surrounding areas offer safe and family-friendly neighborhoods, high-quality schools, and access to many recreational and cultural opportunities, such as the Ferguson Performing Arts Center, the Virginia Living Museum, and the Noland Trail.

Newport News abuts the City of Hampton and is home to Newport News/Williamsburg Airport, and a short distance from the Norfolk International Airport, and Richmond International Airport, which serve the Hampton Roads region. Amtrak connects to Newport News on the Northeast Regional line.



The City is home to Christopher Newport University, a public liberal arts university with an enrollment of approximately 5,000 students. Hampton University, Old Dominion University, and Norfolk State University are in neighboring Hampton and Norfolk, and the College of William and Mary is situated in historic Williamsburg.



The City's major industries are shipbuilding, research, and defense. Huntington Ingalls Industries is the region's largest employer, with a workforce of 24,500 in its Newport News Shipbuilding division.

About Newport News

The City of Newport News operates under the Council-Manager form of government. Six City Council members are elected from three districts – North, Central, and South – while the Mayor is elected at-large. Elections are nonpartisan and members serve staggered four-year terms.

Vision

A diverse and prosperous waterfront city of science, technology, innovation and art where people come together as a vibrant, inclusive community.

Mission

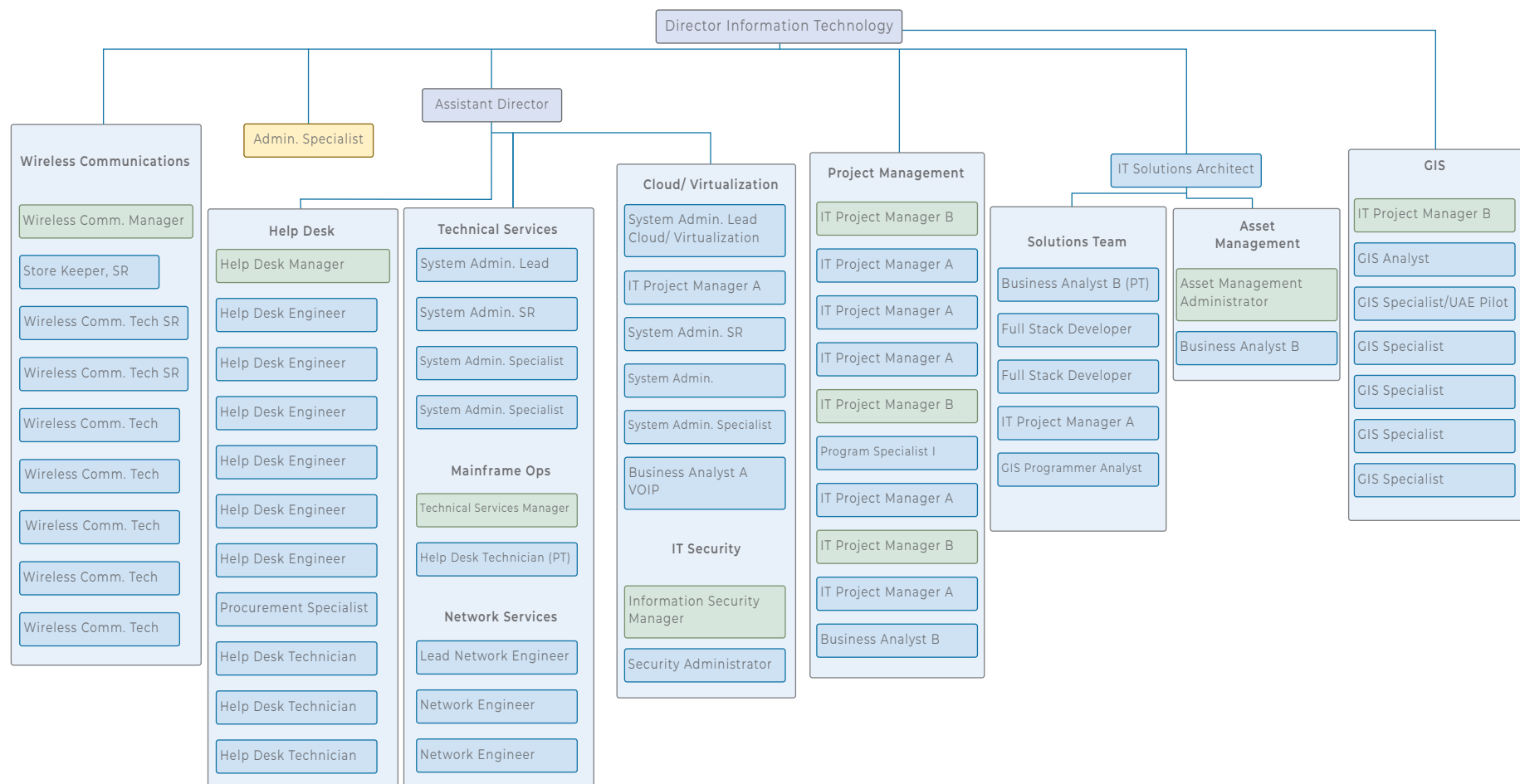
To enhance the quality of life in the City of Newport News for current and future generations to thrive.

Values

- *Community Engagement*
- *Opportunity for All*
- *Creativity and Innovation*
- *Stewardship*
- *Fun*



Information Technology Organizational Chart



Responsibilities of the Chief Information Officer

Provides leadership and strategic direction in establishing priorities, goals, and objectives to meet the City's information technology needs. Leads the development and execution of a forward-thinking digital transformation roadmap that embraces AI, automation, and smart city technologies. Promotes a Citywide culture of innovation by aligning technology initiatives with the City's strategic goals. Leads the development of a robust data governance framework and promotes the ethical use of data and AI to drive insights, improve decision-making, and ensure accountability.

Responsible for the overall management of the department, including budget research, development, preparation, and monitoring to ensure cost-effectiveness, proper procurement, and strong performance management. Ensures that purchasing and financial transactions are conducted in accordance with established policies and procedures. Ensures compliance with all applicable regulations while maximizing return on investment.

Responsibilities of the Chief Information Officer *continued*

Promotes staff collaboration, innovation, and critical thinking in developing solutions and approaches to department challenges. Responsible for effective employee relations, diversity, and staff development; oversees and conducts employee evaluations; administers human resources policies and procedures; and determines appropriate personnel actions.

Leads and inspires a high-performing, cross-functional team. Promotes a culture of continuous learning, creativity, and inclusivity. Encourages collaboration across departments to co-create solutions that address complex challenges. Communicates complex technical concepts clearly and compellingly to diverse audiences, including the City Council, residents, and stakeholders. Advocates for digital equity and inclusive access to technology.

Evaluates, assesses, and makes recommendations to the City Manager and City Council regarding citywide technology planning and improvements.

For a complete list of duties and qualifications, please refer to the full job description available on the Ralph Andersen & Associates website.

The Ideal Candidate

The overall success of the CIO will depend on their ability to convey an outstanding technological vision while simultaneously providing hands-on management and leadership to oversee the daily operations of the Information Technology Department.

The ideal candidate will possess strong communication skills and a distinctive combination of leadership ability, interpersonal skills, and technical expertise. The CIO will serve as the organization’s primary technology advisor, working collaboratively across all departments and regional partners. This individual will demonstrate a natural curiosity and a comfort level in advising and supporting City services to achieve efficiencies and enhanced service delivery to the community. Acting as both an internal advisor and advocate, the CIO will be expected to initiate discussions and build consensus through individual and group meetings.

As a member of the City Manager’s leadership team, the CIO will effectively lead professional, technical, and administrative staff. The CIO will also positively influence day-to-day operations, maintain a “can-do” attitude, and approach all aspects of department procedures with a direct and proactive mindset. The City seeks a candidate with the expertise to manage core municipal technology systems while advancing innovative “smart city” technology initiatives.

Finally, experienced in large-scale project management and the ability to navigate complex challenges with creativity, sound judgment, and integrity will distinguish the ideal candidate as a dynamic leader for the City of Newport News.

Desired Qualifications

Bachelor's Degree from an accredited four-year college or university with a major in Information Technology, Computer Science, Public Administration, or a related field (master's degree preferred).

Ten years of progressive leadership experience in technology strategy (implementing emerging technologies, including AI, cloud computing, cybersecurity, and data analytics), digital transformation, or innovation, including five years in a senior leadership position.

Compensation

The City offers a highly competitive salary depending on qualifications, and benefits package, including:

- Relocation Assistance
- Health/Dental/Vision/Life
- Deferred Compensation
- Flexible Spending Accounts
- Long & Short-Term Disability
- Employee Assistance Program (EAP)
- Discounted fitness center memberships
- Retirement via Virginia Retirement System (VRS)

To Be Considered

First review of applications: **Friday, November 21, 2025.** Position open until filled. Early applications are encouraged.

Submit a compelling cover letter, resume, and six professional references to: apply@ralphandersen.com.

For questions, contact Robert Burg at (916) 630-4900. All inquiries will be handled confidentially.

The City of Newport News is an Equal Opportunity Employer

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