



GOLDER RANCH FIRE DISTRICT

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JOB ANNOUNCEMENT

IT Services Director

Starting Annual Salary \$121,163.66 - \$131,933.77

Starting salary dependent on qualifications, experience, and skillset of selected candidate

Plus Excellent Benefits Package

Job Title: IT Services Director

Reports to: Assistant Chief of Support Services

Supervises: IT Services Supervisor; GIS Analyst

Department: IT

Status/FLSA: Full-Time/Exempt

Safety Sensitive: Yes

Join our growing team and make a real impact every day at Golder Ranch Fire District!

Benefits for this position: [We have an AMAZING benefits package, worth approximately 35% of your salary!](#)

- Arizona State Retirement System (ASRS) with employer matching contributions
- Medical, Dental, Vision, and Life Insurances
- Paid Time Off (PTO) accrual at 10 hours per pay period (260 hours per year), and 12 Paid Holidays annually (birthday included)
- District paid concierge healthcare service for you and your family
- Opportunity for continued education reimbursement
- Option to participate in additional self-funded retirement plans and a variety of supplemental insurance plans

The best benefit of all is our people! Join an amazing team of dedicated colleagues and courageous first responders who serve our community with commitment and heart. This is more than a job — it's an opportunity to be part of a collaborative, mission-driven organization where you'll work alongside people you genuinely enjoy while making a direct impact on public safety and community well-being.

Application Requirements:

- A resume must be uploaded at the time of application submission. Applications submitted without a resume will be considered incomplete and will not be reviewed.
- The system will require a document to be uploaded under the section labeled "Cover Letter." A traditional cover letter is not required for this recruitment. Instead, applicants must submit responses to pre-determined questions in place of a cover letter.
 - Please refer to the application link for the pre-determined questions and additional instructions.

Job Summary:

Provides strategic leadership, planning, and direction for the Information Technology Program for the District. Ensures reliable, secure, and efficient technology systems that support public safety operations, administrative functions, and future District needs. Oversees network infrastructure, telecommunications, hardware and software procurement, cybersecurity, and technology planning to optimize organizational effectiveness.



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Duties/Responsibilities:

- Establishes technical priorities, standards, policies, and administrative procedures to meet short and long-term District needs.
- Forecasts technology needs and advises executive leadership on emerging technologies and best practices aligned with the District's Strategic Business Plan.
- Responsible for all aspects of the IT program, including computer hardware, network infrastructure, servers, storage, local and wide area networks, wireless systems, and network security devices.
- Coordinates with other department leaders to ensure the integration of software application purchases.
- Develops, submits, and monitors the IT program budget.
- Responsible for establishing, maintaining, and reporting the IT program performance metrics, including the completion of annual program appraisals.
- Ensures radio and public safety communications systems are effective, reliable, and meeting District needs.
- Ensures the development, maintenance and testing of data backup, disaster recovery, and business continuity procedures.
- Audits IT systems and practices to ensure effectiveness, efficiency, reliability, and security.
- Ensures timely, professional, and customer-focused technical support to District users, including installation, diagnosis, repair, and maintenance of hardware and software.
- Develops, coordinates, and provides user training to promote proper and effective use of computer and communications systems.
- Creates and maintains technical documentation, including network configurations, policies, procedures, and system changes.
- Researches technological advancements, pricing, and solutions to recommend system upgrades and efficiency improvements.
- Coordinates all aspects of the procurement and competitive bidding process for IT equipment, software, and services.
- Manages vendor relationships and contract performance.
- Collaborates with outside entities such as utilities, partner agencies, and other public safety organizations to develop intergovernmental agreements and shared technology resources.
- Ensures the maintenance of internal and external websites and applications.
- Prepares and presents written and verbal reports, correspondence, and technical recommendations.
- Meets with District staff to support work planning and address IT related issues or concerns.
- Pursues continuing education, certifications, conferences, and seminars to maintain current knowledge of technology trends, public safety systems, and Fire District operations.
- Performs other duties as assigned

Required Knowledge/Skills/Abilities:

- Leadership, initiative, and judgment to independently manage multiple priorities, coordinate staff, and meet District goals in a dynamic environment.
- Comprehensive understanding of Information Technology systems and infrastructure, to include but not limited to; enterprise network architecture, cloud platforms, server administration, cybersecurity, and access management.
- Operational reliability and availability management, ensuring 24/7 IT access with minimal service interruptions and the ability to respond outside normal business hours.
- Project and staff leadership abilities, including planning, coordinating, evaluating work performance, and applying project management principles.
- Strong interpersonal and communication skills, enabling effective collaboration with users, vendors, staff, and external public safety agencies in a professional and tactful manner.
- Regulatory awareness and adaptability, including familiarity with applicable laws and regulations, ability to interpret policies, follow procedures, and function effectively amid changing priorities and frequent interruptions.



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Physical Requirements:

- Repeating motions that may include the wrists, hands and/or fingers (i.e. grasp, handle, feel, type)
- Communicating verbally and electronically with others to exchange information while completing tasks
- Moving self in different positions to accomplish tasks in various environments including tight and confined spaces, while maintaining balance (i.e. twist, turn, reach)
- Remaining in a stationary position, often standing or sitting for prolonged periods

Required Education and Experience:

- BS/BA in Information Technology or related field from an accredited college or university recognized by the U.S. Department of Education.
- A minimum of four (4) years of supervisory experience in the IT field.
- A minimum of six (6) years similarly related work experience.
- Must possess and maintain valid Arizona driver's license with acceptable driving record

Preferred Qualifications:

- Master's Degree in Information Technology or related field from an accredited college or university recognized by the U.S. Department of Education.
- Wireless microwave experience.
- Experience in the design, installation, repair, and maintenance of two-way radio communications systems and electronic equipment.
- Current industry certifications such as:
 - CISSP- Certified Information Systems Security Professional
 - CISM- Certified Information Security Manager (ISACA)
 - CGCIO- Certified Government Chief Information Officer (NASCIO)
 - CCIE- Cisco Certified Internetwork Expert
- Public Sector work experience.

Apply by clicking: [HERE](#)

First review of applications: 03/16/2026

If enough applications are received, posting will close.

All contact with applicants will be via email. No walk-in applications will be accepted.

If you do not meet the minimum qualifications of this position, you will not continue in the process.

Veterans' Preference Documentation Requirements: In accordance with A.R.S. §38-492, applicants requesting Veteran's Preference must submit required supporting documentation at the time of application. Within the application, applicants must upload documentation verifying military service and eligibility, such as:

- DD Form 214 or DD Form 215 (showing discharge status and dates of service), and/or
- VA or DoD disability letter (if claiming preference as a disabled veteran or service-connected disability), and/or
- Other official documentation that confirms eligibility for Veterans' Preference under Arizona law.

The District cannot apply Veterans' Preference if required documentation is not received with application submission.

Safety Sensitive: This job is designated by GRFD as a safety-sensitive position because it includes tasks or duties that GRFD, in good faith, believes could affect the safety or health of the employee performing the task or others (ARS 23-493). This job may require the operation of a motor vehicle, equipment, machinery, or power tools. An applicant or incumbent may be disqualified, disciplined, or terminated, if they are determined to be positive for marijuana or its metabolites, regardless of cardholder status.

Selection process may consist of: Application screening, skills assessment, credibility assessment, and interview(s). The pre-employment process for the successful candidate may include but is not limited to



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background checks (i.e. driving record, criminal history, etc.), physical examination, drug screen, and fingerprint checks.

Candidate Notification: All candidate notifications will be completed by email. Please ensure you have entered your email address correctly before submitting your application. In case we need to reach you by phone, please ensure your voicemail is set up and not full.

Reasonable Accommodation Request: Applicants with disabilities requiring reasonable accommodation for this process must contact Human Resources at (520) 825-9001 option 6.

Golder Ranch Fire District is a Drug and Tobacco-Free Workplace, and an Equal Opportunity Employer