

# Director of Innovation & Technology

**Department: Innovation & Technology**

**Designated Work Location:** 510 Main Street

**Position Type:** Permanent, Full-time

**Salary:** \$147,963.89 - \$216,022.79

**Posting No:** 125656

**Closing Date:** March 31, 2025

Providing a wide range of services to over half of all Manitobans, The City of Winnipeg is one of the largest employers in Manitoba. We provide a comprehensive range of benefits and career opportunities to our employees. These include competitive salaries, employer-paid benefits, dental and vision care, pension plans, and maternity/parental leave programs. Additionally, we offer education, training, and staff development opportunities to ensure that our employees are equipped with the necessary skills to advance in their careers.

Our Benefits web page provides detailed information about the benefits we offer, and we encourage you to visit it for further information at [City of Winnipeg Benefits](#). We take pride in fostering a [respectful](#), [diverse](#), safe, and healthy workplace where our employees can thrive and achieve their full potential.

The City is committed to attracting and retaining a diverse skilled workforce that is representative and reflective of the community we serve. Applications are encouraged from equity groups that have been and continue to be underrepresented at the City; Indigenous Peoples, Women, Racialized Peoples, Persons with Disabilities, 2SLGBTQQIA+ Peoples and Newcomers are encouraged to self-declare.

Requests for Reasonable Accommodation will be accepted during the hiring process.

Preference to internal applicants may be applied.

## Job Profile

Under the General Direction of the Chief Administrative Officer, the Director of Innovation and Technology Services is responsible for setting the strategic direction of organizational innovation, transformation and technology to enhance the City's service delivery capabilities. This position provides leadership for service delivery activities and operational transformation activities across the City; ensuring the best possible use of the City's existing technology resources, systems, platforms, applications and while finding new ways City-wide to meet service challenges, and plans for future needs. The Director is responsible for maintaining the organization's technological strategy and defining the requirements for new technology implementations in collaboration and agreement with key business stakeholders.

The Director provides direction in discussion with City departments, for identifying and proposing areas where technology, the City of Winnipeg's organizational structure, service delivery processes and day-to-day practices can be combined, redefined and refined to assist the City and its departments to achieve departmental goals. The Director sets standards related to technological and business innovation change management procedures to be applied throughout the City, and is accountable to the Chief Administrative

Officer for ensuring technology-related and innovation best practices are considered within the City. In support of the objectives for all City departments this position will also be responsible to develop organization wide short-term strategies, goals and initiatives as well as long-term strategic planning to optimize business architecture, processes and performance metrics.

The Director will provide support to the CAO to deliver on city-wide strategic initiatives and associated key performance indicators.

**As the *Director of Innovation and Technology*, you will:**

1. Provide strategic leadership and direction for city-wide innovation; fosters a culture of innovation and promotes efficiency and effectiveness in a dynamic and constantly changing environment.
2. Provide business goal focused leadership for city-wide technology, transformation and innovation activities; ensuring benefits are understood, measured and aligned to strategic goals in discussion and agreement with Corporate Finance and Departments.
3. Participate in strategic and operational governance processes as a member of the Senior Management Team.
4. Envision, develop and establish the City's overall technology approach and goals, processes, procedures, strategy and policies in support of current and future business operations and strategic direction.
5. Oversee the City's management of IT risk and cybersecurity.

**Your education and qualifications include:**

1. Successful completion of a Bachelor's Degree in a relevant discipline. Master's Degree in Public Administration or in a related field is preferred. An equivalent combination of education, training and experience may be considered.
2. 10 years experience working in a senior management capacity in an information technology function including leading large-scale implementations of technologies and systems and in the modernization and amalgamation of different lines of business and technologies.
3. Experience in Information Technology planning, organization, and development. Ability to apply IT in solving business problems.
4. Experience with strategic planning at a senior level, including managing complex organizational change initiatives, and determining and setting priorities based on organizational mandates and initiatives.
5. Experience leading large-scale change initiatives, navigating complex environments and influencing desirable outcomes through positive and collaborative relationship management.
6. Comprehensive leadership and management experience including strong negotiation and collaboration skills.
7. Financial management experience including financial planning, budgeting and financial monitoring for a large

Department/Division/Organization and use innovation to find ways of more effectively managing resources.

8. Knowledge of and experience applying economic principles, and of new public management principles, alternative service delivery and approaches, business and strategic planning process and other financial management techniques.
9. In-depth knowledge of application of laws and regulations as they relate to IT. Must possess an inquisitive and creative mind.
10. In-depth knowledge of innovation methodologies and how to apply them to achieve transformation business service improvements.
11. Must be highly independent and self-directed with the ability to work and lead a team of creative and technical individuals; able to supervise and coach staff effectively.
12. Strong interpersonal skills with the ability to liaise, work cooperatively and effectively with Elected Officials, CAO and other Senior Management, Department Heads, Managers and city staff across the Public Service; able to establish and maintain effective working relationships
13. Knowledge of the City's economic, demographic, community and organizational information and trends.
14. Ability to envision, develop and deliver innovative solutions to complex and politically sensitive issues and problems.
15. Excellent organizational skills with the ability to be flexible and responsive to changing priorities and circumstances as well as ability to work on diverse projects simultaneously.
16. Knowledge of and good understanding and experience of municipal governance and its relationship to other orders of government including knowledge of provincial and federal department structure.
17. Proficiency in the use of a variety of computer applications in particular the Microsoft Office Suite. (Word, Excel, Outlook, PowerPoint).
18. Excellent written and verbal communication skills with the ability to communicate effectively with all levels of the organization and with external stakeholders.

**\*IMPORTANT:** Applicants who have been educated outside of Canada must have education which is comparable to the minimum qualification in Canada. Applicants submitting foreign credentials require an official academic assessment report issued by a recognized [Canadian assessment service](https://canalliance.org/en/) <https://canalliance.org/en/> at application.

**Conditions of employment:**

- The successful candidate must maintain legal eligibility to work in Canada. If the successful candidate possesses a work permit, it is their responsibility to ensure the permit remains valid.
- A Police Information Check satisfactory to the employer will be required from the successful candidate, at their expense. To obtain Police Information Check information please visit [www.winnipeg.ca/police](http://www.winnipeg.ca/police).

**APPLY ONLINE, including all documentation listed below:**

1. Current resume AND/OR Application Form (**Required**).
2. Applications submitted without REQUIRED documentation will not be considered.

**\*Your application documents must clearly indicate how you meet the qualifications of the position.\***

**Hours of Work: 8:30am – 4:30pm**

**Employee Group: Senior Management**

**Position Reports To: Chief Administrative Officer**

**Only candidates selected for interviews will be contacted.**