



Director of Information Technology and Cybersecurity



DESERT
WATER
AGENCY



The Position

The Director of Information Technology & Cybersecurity is a senior executive responsible for providing strategic leadership, oversight, and governance of the Agency's information technology and cybersecurity programs. Reporting directly to the General Manager, this position develops and implements long-term technology and cybersecurity strategies that align with organizational objectives, safeguard critical infrastructure and data assets, and support reliable, secure, and efficient business operations. The Director serves as the Agency's chief cybersecurity leader, overseeing enterprise risk management, information security, technology infrastructure, business continuity, disaster recovery, regulatory compliance, and technology governance. The position directs internal and external IT resources, manages vendor relationships and technology investments, and provides executive-level recommendations and reporting to leadership and the Board of Directors. Through a combination of strategic planning, operational oversight, and cybersecurity expertise, the Director ensures the confidentiality, integrity, availability, and resilience of the Agency's technology systems while advancing innovation and organizational effectiveness.

The Ideal Candidate

The ideal candidate is a collaborative, emotionally intelligent technology leader who combines strong cybersecurity and IT expertise with a strategic, service-oriented mindset. This is a working executive role requiring someone who can roll up their sleeves when needed while maintaining a big-picture focus on organizational objectives, risk management, and technology strategy.

The successful candidate will be a calm, measured, and confident leader who values teamwork and seeks input from others. They will foster a culture of trust, accountability, and continuous improvement, helping an already capable team grow and succeed while maintaining a positive and supportive work environment.

A strong commitment to customer service is essential. The Director must build effective relationships across the organization and provide exceptional support to internal customers. They will also be an excellent communicator who can translate complex technical and cybersecurity concepts into clear, understandable information for executives, Board members, and other non-technical audiences. As a trusted advisor, they will help stakeholders understand the value, risks, and business impact of technology decisions.

Above all, the ideal candidate will be a collaborative leader who embodies the Agency's values, empowers others, and advances a culture where people, service, and technology work together to achieve organizational success.

EDUCATION AND EXPERIENCE:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Training/Education: Bachelor's degree from an accredited institution, with degree preferred in Computer Science, Information Technology, Cybersecurity, or a related field. Master's degree preferred.

Experience:

- » Minimum of ten (10) years of experience in the field of IT and Cybersecurity with at least the last two (2) years at the Director level. Minimum of five (5) of those years responsible for cybersecurity.
- » Proficiency in cybersecurity frameworks (e.g., NIST, ISO 27001), risk management, and incident response methodologies.
- » Demonstrated management skills, e.g., budget development and administration, policy development and implementation, personnel administration, staff training and development.
- » Demonstrated ability to work with diverse people; effective oral and written communication skills.

LICENSES AND CERTIFICATIONS:

Possession of a valid driver's license for use in conjunction with the possible operation of Agency vehicles, with an acceptable driving record.

The Community

Nestled against the stunning backdrop of the San Jacinto Mountains, Palm Springs offers a unique blend of natural beauty, resort-style living, and year-round sunshine. Known for its vibrant arts and culture scene, world-class golf, outdoor recreation, and iconic mid-century modern architecture, Palm Springs provides an exceptional quality of life. Residents enjoy a relaxed desert lifestyle, abundant dining and entertainment options, and convenient access to Southern California's major metropolitan areas, making it an attractive place to live, work, and play.



The Agency

Desert Water Agency (DWA) was founded as a groundwater management agency in the western Coachella Valley in 1961 and started providing water service to customers in Palm Springs and Cathedral City in 1968. DWA is one of only 29 State Water Project contractors in California. This gives the Agency the ability to import water, which is used to recharge the local groundwater basin (the main source of water in our desert). DWA currently has about 24,000 domestic water connections that serve approximately 75,000 people (including seasonal population).

To watch a video about DWA's Mission, Vision and Values, [click here](#).

MISSION:

To responsibly manage our water resources, ensuring ongoing sustainability and effectively delivering safe, reliable water for current and future generations.

VISION:

To ensure a sustainable water future through sound fiscal and policy management, employee and customer engagement, efficient operations, reliable infrastructure, and strategic partnerships.

OUR VALUES:

Reliability: Providing trustworthy, responsive, consistent, and dependable service to colleagues and the community

Integrity: Demonstrating respect for others, engaging in honest, transparent communication, and striving to maintain the highest standard of ethics and quality of work

Safety: Focusing on and investing in proactive system maintenance and monitoring, training, equipment, emergency preparedness, and community outreach for employee and public safety

Accountability: Being honest and taking ownership of one's actions, fostering trust and respect among colleagues and the community

Teamwork: Working towards a common goal through respectful discussions, collaboration, and consideration of all viewpoints to execute Desert Water Agency's mission

Compensation and Benefits

The salary range for the position is: **\$179,832 - \$219,084** annually.

Desert Water Agency is an employer of choice. District employees enjoy a highly competitive and comprehensive benefits and compensation package which include the following:

- » **Alternative Work Schedules:** Classic Monday – Friday or 9/80 schedules are available
- » **Insurance:** Agency will pay 100% for employee only coverage for medical, dental and vision. Dependent coverage is paid 80% by the Agency and 20% by the employee. Health benefits begin on the first of the month following 30 days of employment. Example: If an employee is hired on January 3, 2026, benefits will begin on March 1, 2026.
- » **Retirement:** Retirement benefits under California Public Employees’ Retirement Pension System (CalPERS). Effective January 1, 2013, retirement benefit formula is 2% at age 62 for all CalPERS “New Members”. Final compensation is based upon highest pay rate during any consecutive three-year period. This is a lifetime benefit. Upon retirement, you will receive a monthly payment equal to the years of service, times 2% at age 62. Example: 30 years of service at 62 (30 x2% = 60% of pay). The maximum benefit is determined by CalPERS regulations.
- » **Deferred Compensation:** After 2 years of employment, the Agency will contribute \$160 per month into a 457(b) deferred compensation account.
- » **Vacation accrual:** Vacation time accrued can be used after 6 months of service. The hours accrued per year are as follows:

Years of Service	Hours Per Month	Hours Per Year
1–3 years	8.00	96
4th year	8.67	104
5th year	9.34	112
6th year	10.00	120
7th year	10.67	128
8th year	11.34	136
9th year	12.00	144
10th year	12.67	152
11th year	13.34	160

- » **ABP (Attendance Bonus Plan) Leave:** 96 Hours accrued each year (8 hours per month) for sick or personal time off. Any unused hours may be carried over to the following year. Employees may use ABP hours after they have completed 89 days of employment for qualifying events under AB1522, California Paid Sick Leave and after 6 months employment, hours may also be used for personal time off. Any hours over 80 can be cashed out at year-end or converted and transferred to a deferred compensation account.
- » **Retiree Medical:** Employees who retire after 12 or more years of service and meet age requirements are eligible to maintain medical benefits until Medicare age. The retiree is required to pay a portion of the medical premiums to stay on the plan.



Application and Selection Process

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted until final stages and only with prior permission of the candidate). This position will be opened until filled, with a first review date of **August 7, 2026**

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2641>

For further information contact:

CPS HR CONSULTING
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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant. CPS HR Consulting will report the results to the Desert Water Agency. The Agency will then select candidates to be interviewed by a panel. A final interview process may be scheduled for selected candidates along with extensive reference and background checks.