



HARFORD
COMMUNITY COLLEGE

Chief Information Officer

Harford Community College in Bel Air, Maryland, invites applications and nominations in the search for its next **Chief Information Officer (CIO)**.

Overview

The CIO at Harford Community College is a senior leadership role that enables the mission of the College through effective management of information resources and information technology. This is accomplished by developing IT strategy and planning initiatives; providing operational management of the Information Technology Services (ITS) area; and implementing, upgrading, and supporting enterprise systems and technology, including all related equipment and tools, in support of the needs of the College. The CIO will join a financially healthy institution that is seeing year-over-year enrollment growth and a student-centered team committed to excellence and empowering learners to reach their goals.

The Position: As a direct report to the President and a member of the President's Cabinet, the CIO provides leadership by overseeing the operations of IT, Institutional Effectiveness (IE), and the College's Copy Center. IT includes the areas of Enterprise Information Systems, Network and Systems Administration, Technology Support Services, and ITS Project Management. The CIO directly supervises four directors, two managers, and an administrative assistant. An additional 26 staff indirectly report to the CIO. The CIO works closely with the Director of Institutional Effectiveness, particularly on the College's current implementation of its first ever data warehouse. Other critical projects that the CIO will oversee include the implementation of a new Enterprise Resource Planning and Student Information System (ERP and SIS), the implementation of a new Customer Relationship Management system (CRM) and the development of a technology plan that integrates into the College's [Strategic Plan: Vision 2030](#), which emphasizes student access and success. Additional key responsibilities are listed below.

Key Responsibilities

- **Strategy and Planning:** Participates in strategic and operational governance of the College; creates and executes a long-term vision for IT infrastructure including technology upgrades, system implementation, and data management strategies; develops and executes an enterprise-wide disaster recovery and business continuity plan for ITS; implements and maintains cybersecurity measures to protect sensitive data from breaches; ensures compliance with all rules, regulations, policies, and contract commitments related to technology and data.
- **Acquisition and Deployment:** Coordinates and facilitates consultation with constituencies to define business and systems requirements; establishes responsive and pro-active technology services; approves, prioritizes, and controls projects for the selection, acquisition, development, and installation of systems and technology; reviews hardware and software acquisition and maintenance contracts; defines and communicates plans, initiatives, standards, and procedures for academic divisions, departments, and offices for implementing and operating IT systems; and, in conjunction with eLearning, coordinates the distance learning requirements of the College with respect to technology support.
- **Operational Management:** Ensures continuous delivery of network and telecommunications services; oversees service level agreements; keeps current with trends within the IT industry; supervises recruitment, development, and retention of IT, IE, and Copy Center staff in accordance with College practices and procedures.

The CIO will also participate in the life of the College by being actively engaged in activities and events. Examples may include attendance at open forums, athletic contests, cultural and social events, and through active participation on College committees and task forces. Additionally, the CIO will occasionally make presentations to the College's Board of Trustees. Beyond responsibilities at the College level, the CIO will be part of the Maryland Community College Technology Officers (MCCTO), an affinity group for sharing information and organizing statewide activities and initiatives. A more detailed job description is available through this link: <https://www.rpainc.org/post/ChiefInformationOfficerJD2025.pdf>

Qualifications: The next CIO will be a highly collaborative, team-oriented leader with excellent communication skills. The CIO will also possess outstanding organizational and project management skills. At least five years of experience in the IT field and a bachelor's degree in Information Systems, Computer Science, or related field, is required. Additional desired qualifications include expertise in information technology; 10 or more years of experience in the IT field; supervisory experience; budget management experience and/or understanding; and experience with implementation and management of emerging technologies and maintenance of robust cybersecurity measures to protect sensitive data.

The Institution: Since its founding in 1957, Harford Community College has served as the anchor institution for higher education in Harford County, Maryland. Harford is a vibrant, open-access institution offering more than 140 affordable degree, certificate, and career and workforce programs to more than 6,300 full- and part-time students, as well as community education courses to nearly 6,000 students a year. Harford provides the tools and platforms for students to discover who and what they want to be and to see their aspirations develop into realities. The College promotes economic growth in Harford County by helping students increase their employability, supplying trained workers to county businesses and industries, employing more than 1,000 faculty and staff, and purchasing local goods and services.

Harford's main campus is located on 352 beautiful acres near the vibrant town of Bel Air, and it also offers workforce and entrepreneurial training programs at its Edgewood site. For fiscal year 2025, Harford is operating under a balanced budget of approximately \$61.1M; the College currently has an unrestricted fund balance of \$47.9M, including a \$3.9M fund balance for auxiliary enterprises. The Harford Community College Foundation serves as the philanthropic gift receiving arm of the College. Through donors, alumni, and community partnerships, the Foundation's net assets of \$22M supports student scholarships and educational resources. Harford has established important strategic partnerships with numerous area businesses and institutions, including the U.S. Army's Aberdeen Proving Ground, which is the largest employer in Harford County. The College also enjoys an excellent relationship with Harford County Public Schools (HCPS), offering dual-enrollment opportunities to high school students and enrolling approximately 30% to 35% of recent HCPS graduates annually. The College and HCPS have also partnered on a joint dual enrollment effort which ensures all Harford County Public Schools students graduate with the necessary skills and experience to succeed in today's most in-demand careers. The dual enrollment program offers flexible and dynamic learning options, enabling students to explore career paths and areas of study while still in high school, with the option to continue their coursework at the College—earning an associate degree, certificate, or licensure that will transfer to a four-year institution or lead to immediate employment. This important partnership provides the structure for high school graduates to become the backbone of Harford County's workforce.

Additionally, Towson University's Northeast Extension (TUNE) is located on Harford's campus and offers transfer opportunities to students seeking bachelor's degrees via 2+2 articulation agreements in eleven in-demand fields; articulation agreements include nursing, business, and education. Harford is beginning its sixth year as a member of the Achieving the Dream consortium (ATD), a network of colleges, coaches and advisors, state policy teams, and investors and partners, committed to helping all community college students access economic opportunities to achieve their dreams. Four ATD themes have been included as objectives in the Strategic Plan: course modality and persistence, developmental course completion, onboarding, and equity. Harford Community College is accredited by the Middle States Commission on Higher Education. Its accreditation was reaffirmed in 2022, and its next self-study evaluation will be in 2029-2030. More information about the College may be found at www.harford.edu.

Location: Located just 25 miles northeast of Baltimore, Bel Air and wider Harford County offer a lively and welcoming atmosphere. Residents enjoy a moderate cost of living in urban, suburban, and rural settings, as well as access to

numerous attractions. As the Harford County Seat, Bel Air is centrally located and provides a combination of urban amenities and small-town charm. The town is home to the Bel Air Festival for the Arts, the Maryland State BBQ Bash, lush parks and walking trails, unique museums that illuminate the County's rich history, and a diverse array of restaurants and boutiques. Northern Harford County is a bucolic region with a distinct agricultural heritage where residents can visit farms to handpick seasonal fruit, explore vineyards and wineries, hike Rocks State Park, and attend outdoor festivals and events, including the Fiore Wine and Jazz Festival and the Darlington Apple Festival. The County's southern edge sits along the beautiful Chesapeake Bay and is populated by waterfront communities that share a deep maritime tradition, including the historic town of Havre de Grace, which is home to the Havre de Grace Maritime Museum and Susquehanna State Park. In addition to its proximity to Baltimore, Harford County is less than two hours by car from the cities of Washington, D.C.; Philadelphia, Pennsylvania; and Wilmington, Delaware. More information about Harford County may be found at <https://www.visitharford.com/>

Application: Candidates should submit only a cover letter and résumé/CV to RPA Inc. at HarfordCIO@rpainc.org. For a confidential discussion or to make a nomination, please contact Kira Heath, Search Manager, or Isaac Karaffa, Vice President and Senior Consultant, at the email address above. Review of applications will begin immediately. To ensure full consideration, candidates should submit their applications by March 30, 2025.

Harford Community College is committed to the principles of Affirmative Action and Equal Employment Opportunity. It is the policy of Harford Community College not to discriminate against applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices. HCC is an EEO and ADA/ADAA employer that values, embraces, and supports diversity in the College community.



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