



BENCHMARK INC. CHIEF INFORMATION OFFICER (CIO)

Are you an experienced technology leader who can translate technology into functional business applications and strategy? Are you a respectful, thoughtful, focused leader? Can you drive digital transformation and innovation while being open, transparent, and collaborative? If you are ready to work for a company that values integrity, commitment, and dedication to their clients, we want to talk with you!

Our ideal CIO is:

- **Entrepreneurial** – You are a proactive, forward thinker with an entrepreneurial mindset. You can stay calm, cool under pressure, and have an innate ability to understand, anticipate, and manage risk.
- **Business savvy** – With a revenue generation mindset, you can transform Technology from a cost center to a revenue center. You are a good steward of resources and excel at prioritizing the right thing to work on for maximum efficiency.
- **Innovative** – You are a consistent, intentional leader that focuses on driving development and strategy in technology, pushing the organization forward. You are a proactive innovator, not reactive in the thought process of innovation.
- **Considerate** – You're relational and get along well with people. Respectful and trustworthy, you have compassion for others, making you a leader focused on building enduring relationships.

The CIO will develop strong relationships and deliver proven results. We are seeking a leader to bring a team-focused approach, while building the next chapter of our technology team's evolution and growth.

RESPONSIBILITIES

The job responsibilities of the CIO include, but are not limited to:

Technology/IT Team Development

- Ensures technology is current and supports future business growth
- Responsible for all aspects of organizational Technology/IT transformation
- Owns high-level project management and strategies
- Owns cyber security and related risk management
- Bridges customer needs with the Product Team, Technology/IT, and the Leadership Team
- Build Technology/IT and data strategies that focus on "best in class" development practices
- Responsible for process and standards (i.e., recognizing and creating best practices)
- Approaches all responsibilities with a strategic mindset

Technology/IT Team Leadership, Management, and Accountability (LMA)

- Owns the development of the Technology/IT team and additional core technology processes
- Responsible for strategic planning of technology systems and processes that support Benchmark's business objectives
- Responsible for ensuring cross-departmental communication and collaboration
- Presents relevant Technology/IT work, projects, and data analysis to the leadership team
- Recognizes business needs from a technology perspective (short-term and long-term)
- Ensures departmental Right Person, Right Seat
- Acts as hands-on manager who handles day to day technology responsibilities as needed
- Own, develops and oversees the Technology/IT budget
- Responsible and accountable for vendor and partner management about Technology/IT
- Acts as a bridge between the Technology/IT department and Benchmark's internal and external customers

QUALIFICATIONS

Required

- 10 years of relevant Technology/IT development (programming) skills, knowledge, and experience
- 5+ years of relevant Technology/IT team leadership experience
- Demonstrated successful career progression with increased levels of responsibility, leadership, and technology strategy execution
- Candidate must live in or relocate to the Cedar Rapids, Iowa area (additional flexibility may be granted based on tenure)

Preferred

- Experience working in a professional consulting services environment in a related field or industry (engineering, construction, architecture, etc.).
- Experience working with Executive and Senior level leaders
- Experience with EOS (Entrepreneurial Operating System)
- Experience implementing and maintaining organizational ERP (Enterprise Resource Planning)

THE COMPANY – BENCHMARK

Benchmark is a national leader in the commercial roof and pavement consulting industry. We offer an unmatched professional culture with a family feel where community matters. We provide opportunities for professional and personal growth for all employees.

Our Core Values

We think and act according to our core values – they are at the very heart of everything we do:

- Be a strong team based on relationships and trust
- Be really committed to being technically excellent
- Be a benchmark

WHY BENCHMARK?

- Opportunity for professional growth and development
- Our best-in-class consulting services are respected and trusted
- We're loyal and people are committed to our team
- 30 plus years of stability and growth
- A chance to lead and develop a team
- Ground level involvement in building the bridge between technology and our internal and external customers
- Ability to create an innovative and forward-thinking technology department
- Be the change agent and chart the course for our future technology transformation
- A partnership mentality and approach to sharing knowledge and building lasting relationships
- Everyone pulls in the same direction

Benefits

Benchmark team members enjoy a full suite of benefits including medical, dental, vision, life, AD&D, disability (short and long-term), supplemental insurances (accident and critical illness), employee assistance program, 401(k) with employer matching contributions, and paid vacation, holidays, and volunteer days.

If you are looking for an opportunity to make a difference with a stable, strong, growing organization, apply today!