



RECRUITMENT

CHIEF INFORMATION OFFICER

Accepting Applications through November 18, 2025



The Chief Information Officer (CIO) is a member of the executive leadership team of the California Civil Rights Department (CRD). This position plays a critical role in advancing civil rights laws through technology, innovation, and strategic leadership. The ideal candidate is a good communicator and a leader who has technology skills to lead and manage CRD's IT Division (ITD). CRD's CIO will bridge the technical & non-technical divide, manage change & resistance, build strategic partnerships, and improve internal culture & performance. Our CIO is responsible for setting strategic information technology direction and policies that align with CRD's mission and goals, while mitigating technology risks.

THE LARGEST STATE CIVIL RIGHTS DEPARTMENT IN THE NATION

CRD is responsible for protecting the civil rights of the people of California. The department investigates, mediates, and prosecutes complaints under a wide range of civil rights protections. CRD also engages in rulemaking, data collection, testing, outreach and education, and other strategic initiatives to prevent and remedy discrimination and other unlawful conduct.

BE PART OF THE SOLUTION!

HELP CRD ADDRESS:

- Housing Discrimination
- Workers Rights
- Disability Rights
- Sexual Harassment
- Human Trafficking
- Gender Discrimination
- LGBTQIA Rights
- Equal Pay
- Hate Crimes
- Criminal History Discrimination
- Immigrant Rights
- And other civil rights laws!

BENEFITS

We're committed to fostering a supportive environment that prioritizes work-life balance. We offer telework options, flexible work hours, and personal and professional growth opportunities. Also enjoy the many benefits of state service, including but not limited to:

- Retirement Plan
- Paid Leave
- Health, Dental, Vision
- Cash-in-Lieu of Benefit Options
- Training
- Employee Assistance Program (EAP)
- Group Legal Services



Work from one of our many office locations!
The position is eligible for hybrid telework and requires travel within the state.



CEA SALARY

\$10,349 - \$21,370 per month

New to State candidates will be hired into the minimum salary of the classification or minimum of alternate range when applicable

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Information Technology Division (ITD)

- Comprised of 22 full time staff who support a wide range of department-wide services, and who are responsible for ensuring responsive and reliable IT support
- Units include: Application Development, Operations & Infrastructure, Information Security, Network, and eDiscovery/Public Records Act
- Manages three large home-grown public-facing applications: California Civil Rights System (CCRS), Pay Data Portal, CA vs Hate
- Continues to expand the capacity of CRD systems so CRD can ensure equality is a right for all, not a privilege for some!

Necessary Skills & Abilities

- Knowledge of the functions, roles, responsibilities of California State Government, as it relates to IT control agencies, and the legislative and budgetary process
- Demonstrated ability in planning and executing technological innovation, digital transformation, and modernization efforts
- Working knowledge of the implementation of artificial intelligence in a governmental organization
- Manage IT-related Budget Change Proposals and respond to legislative queries
- Ability to plan, organize, and direct, the work of multidisciplinary professionals and, develop cooperative working relationships with representatives of all levels of government staff

HOW TO APPLY

Complete Application Packages (including your Employment Application (STD 678) & required documents) may be submitted electronically through your CalCareer Account at www.CalCareers.ca.gov for
Job Control (JC) - 496418

QUESTIONS

Contact Sarah Sepulveda at
Sarah.Sepulveda@calcivilrights.ca.gov