

Job

POSITION

Chief Information Security Officer

SALARY RANGE

\$129,729.60 - \$181,625.60

LOCATION

Reno, NV



About the Position

Washoe County is implementing an ambitious County Technology Plan to modernize technology, strengthen cybersecurity, improve digital services, and enhance the delivery of public services. As a key member of the leadership team, the Chief Information Security Officer (CISO) will lead the cybersecurity strategy that supports this vision by strengthening cyber resilience, managing enterprise risk, and ensuring the secure delivery of technology services across the organization. This is a unique opportunity to shape the future of cybersecurity for one of Nevada's largest county governments while protecting the systems and information that employees, residents, and partner agencies rely on every day.

The CISO serves as the County's principal cybersecurity advisor and is responsible for establishing and maturing the County's enterprise information security program. This leadership role provides strategic direction for cybersecurity governance, risk management, security operations, regulatory compliance, incident response,

and security architecture across a diverse and decentralized technology environment. The CISO partners with executive leadership, department directors, and Technology Services to embed cybersecurity into business operations while enabling innovation, operational excellence, and the reliable delivery of County services.

Reporting operationally to the Chief Information Officer (CIO) while maintaining direct access to the County Manager on matters of county-wide cyber risk, the CISO provides oversight of the County's cybersecurity program while working collaboratively with Technology Services and departmental leaders to implement secure, resilient, and modern technology solutions. This governance model ensures cybersecurity remains both a strategic business enabler and an enterprise risk management function.

The Chief Information Security Officer is a confidential, unclassified position and is therefore not covered by a bargaining unit.



Ideal Candidate Criteria

The ideal candidate is an accomplished cybersecurity leader who combines strategic vision with deep technical expertise and thrives in a collaborative public-sector environment. They are equally comfortable briefing executive leadership and elected officials on enterprise cyber risk as they are leading technical teams through complex security incidents. This individual is a trusted advisor who builds strong partnerships across departments, influences without direct authority, and successfully balances cybersecurity with the County's mission of delivering reliable public services. They are a collaborative leader, an effective communicator, and a hands-on practitioner who inspires confidence, drives organizational change, and fosters a culture of security throughout the County.

The ideal candidate possesses exceptional leadership, interpersonal, and communication skills and is capable of building trust and influencing outcomes across a diverse and decentralized organization. They possess the soft skills and emotional intelligence to collaborate effectively with the County Manager, Chief Information Officer, elected officials, department leaders, technical teams, and external partners. The ideal candidate is a skilled relationship builder who leads through collaboration, inspires confidence during high-pressure situations, navigates complex organizational dynamics with diplomacy and integrity, and effectively balances cybersecurity with the County's mission of delivering reliable public services.



The ideal candidate must also demonstrate deep technical expertise across modern cybersecurity disciplines, including enterprise security architecture, security operations, incident response, cloud and hybrid security, identity and access management, vulnerability management, Zero Trust principles, governance, risk management, compliance, and third-party risk management. They should have a proven track record of developing and maturing enterprise cybersecurity programs while remaining technically engaged in architecture decisions and major cyber incidents. The ability to translate complex technical risks into clear, actionable business decisions for executive leadership is essential.

Professional credibility and an ongoing commitment to professional development are key requirements for this position. In addition to the classification requirements, the following certifications are highly desirable:

- ✓ Certified Information Systems Security Professional (CISSP)
- ✓ Certified Information Security Manager (CISM)
- ✓ Certified in Risk and Information Systems Control (CRISC)
- ✓ Certified Information Systems Auditor (CISA)
- ✓ Certified Cloud Security Professional (CCSP)
- ✓ GIAC Certifications



About Washoe County

Washoe County is located along the eastern slopes of the majestic Sierra Nevada Mountains in northwestern Nevada. The County covers an area of 6,600 square miles bordering California and Oregon. The County seat is the City of Reno, the fourth largest city in Nevada. Reno boasts a bustling downtown, diverse neighborhoods, Nevada's flagship state university, and a top-ranked international airport. Nearby are the City of Sparks, the state's fifth largest city, and Incline Village at Lake Tahoe. The County's population of over 500,000 citizens is split with nearly half residing in the incorporated City of Reno, one quarter in Sparks and one quarter in the unincorporated areas. Residents and visitors enjoy the pleasant climate, abundant recreational activities, arts, entertainment, professional sports, and cultural events.

Washoe County Governance & Organization

A five-member Board of County Commissioners (BCC), elected by district, governs Washoe County. The Board appoints a County Manager who is responsible for policy implementation and overall operations. The County fulfills major roles including providing services as an administrative arm of the state, and as a regional and community services provider. Washoe County has numerous state-of-the-art, award-winning facilities and provides

nationally recognized regional and urban services to a diverse population including public safety, criminal justice, public works, and health and human services. Washoe County employs approximately 2,700 full-time employees in 24 departments led by both appointed and elected department heads. The County's annual budget is comprised of 23 governmental funds, and six proprietary and internal service funds, with expenditures of over \$1 billion.



About Washoe County Technology Structure

Washoe County's technology landscape operates under a federated model designed to provide both centralized governance and strong department level support. The county's technology ecosystem is anchored by the Technology Services (TS) department and extended through Business Technologists embedded across operational departments. Together, this distributed team delivers secure, reliable, and mission aligned technology that enables every county function.

Technology Services (TS) serves as the county's central IT organization, responsible for enterprise platforms, cybersecurity, networking, data centers, cloud services, governance, and customer experience. TS includes specialized divisions focused on

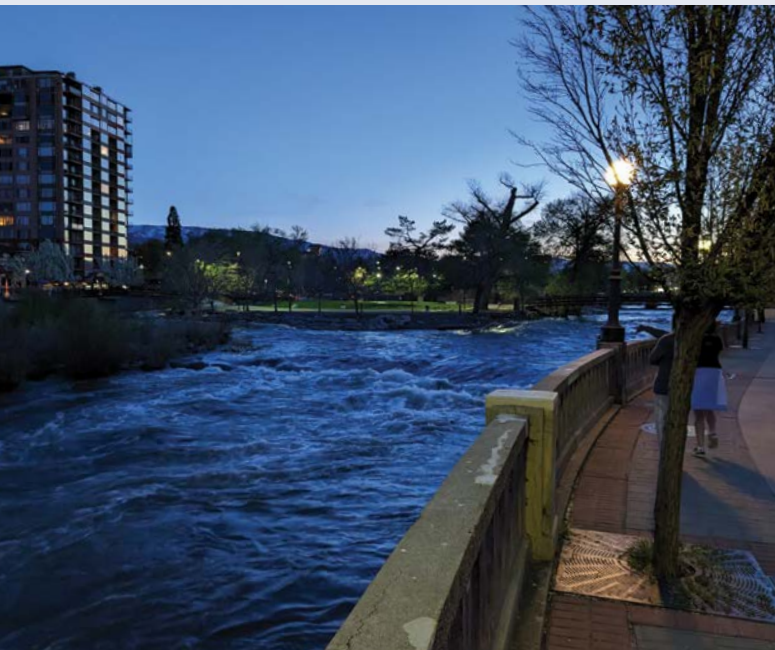
business systems, regional public safety technologies, GIS, help desk and client engagement, infrastructure, and enterprise applications. TS provides countywide standards, architecture, cybersecurity controls, disaster recovery planning, and strategic technology direction, ensuring that core services remain consistent, secure, and resilient across the enterprise.

Complementing TS, Business Technologists within individual departments provide domain specific technology expertise, process optimization, departmental application support, and direct engagement with operational staff. These technologists work closely with TS to align department-level technology initiatives with countywide standards, participate in shared governance

processes, and ensure that specialized systems integrate securely and effectively within the broader environment.

This federated model allows Washoe County to balance centralized cybersecurity, infrastructure, and governance with decentralized innovation and responsiveness. It enables departments to meet the unique needs of 24 departments operations, while ensuring that all technology practices adhere to enterprise security policies, Continuity Of Operations (COOP) planning, data protection requirements, and long-term strategic priorities.

Across the county, technology professionals collaborate to reduce duplication, strengthen cybersecurity posture, modernize critical systems, streamline workflows, improve data access, and deliver reliable services to employees, residents, partner agencies, and the broader region. This integrated environment provides the CISO with a strong foundation and wide-reaching influence to drive secure-by-design practices, risk management, incident response, and strategic cyber governance across all county technology domains.



Required Education and Experience

Eight years of full-time experience in information security and technology infrastructure AND a bachelor's degree in information security, computer science, information systems, or a closely related field; OR an equivalent combination of training and experience. education and experience.

License or Certificate

A valid driver's license is required at the time of appointment and must be maintained for continued employment in this classification.

To Be Considered:

Submit the required application at: <https://www.governmentjobs.com/careers/washoecounty>

In addition to the application, the following documents must be included with the application before the filing deadline in order to be considered:

- ✓ Compelling cover letter
- ✓ Comprehensive resume which reflects how the applicant meets the Ideal Candidate criteria
- ✓ One letter of recommendation

Compensation & Benefits

The annual salary range for this position is \$129,729.60 - \$181,625.60. Washoe County also offers an exceptional benefits package which includes:

- ✓ Nevada PERS Retirement - Washoe County pays 100% of the PERS contribution for each full-time employee.
 - ✓ Health, Dental, Life and Vision Insurance – Washoe County contributes 100% of the premium for each employee. Coverage includes medical, dental, vision, and life insurance. Washoe County also contributes 50% of the premium for dependent coverage.
 - ✓ Note: New employees are automatically enrolled in the High Deductible Health Plan (HDHP) with a Health Savings Account. Employees become eligible for health benefits after 30 days of employment. Washoe County contributes up to \$2,500 annually into the employee's Health Savings Account (HSA).
 - ✓ Vacation Accrual (120 hours per year, increasing with continued employment)
 - ✓ Deferred Compensation plans available
 - ✓ 12 Paid Holidays
 - ✓ Sick Leave (120 hours per year, increasing with continued employment)
 - ✓ Longevity Pay
 - ✓ Merit Increases - Full-time employees eligible to receive an annual merit increase of 5% until the position classification's maximum salary is reached.
 - ✓ Cost-of living adjustments - historical annual COLA increases for 2017-2026 have ranged from 2.5% - 5.0%
 - ✓ There are no Social Security deductions (although a 1.45% deduction for Medicare is required)
 - ✓ Nevada does not have state or local income tax*
- [Click Here to See Benefits](#)



Tentative Timeline

July 13, 2026 – August 10, 2026

Applications Accepted

Week of August 10, 2026

Screening Committee reviews candidate materials to identify top candidates with the most potential for success. All applicants will be contacted regarding the status of their application and top candidates will be contacted for an interview

Week of August 24, 2026

First round of interviews with top candidates will take place

Week of August 31, 2026

2nd interview of top candidates. Top candidate goes through required Background Investigation

Week of September 21, 2026

Estimated Hire Date



EEO Statement

Washoe County is proud to be an equal opportunity employer and is committed to a diverse workforce that creates a sense of belonging for all employees and citizens, thereby encouraging persons from all backgrounds and experiences to apply for employment. Washoe County will recruit, hire, train and promote into all job levels without regard to race, religion or belief, gender, marital status or domestic partnership, familial status, national origin, age, mental or physical disability, pregnancy, sexual orientation, gender expression or identity, genetic information (GINA), veteran status, political affiliation, membership in an employee association or union or any other protected class under applicable federal or state law.



QUALITY
PUBLIC SERVICE



INTEGRITY



EFFECTIVE
COMMUNICATION