



# Position Specification

## Chief Information Officer

### ***The Company***

Our client is a successful, privately held plumbing supply company with 82 locations, the majority of which are located in Texas, New Mexico, Oklahoma, Louisiana and Arkansas.

### ***The Position***

#### ***Location***

A major city in the Southwest

#### ***Reporting Relationships***

This newly created position will report to the Chief Executive Officer and will lead a team of 14+ people. Currently the team is organized into three areas, information technology and resources; applications development; and support/ help desk.

#### ***Basic Function***

The leadership recognizes the need to invest in its information technology organization, transforming the IT strategy from controlling costs and keeping the lights on to making a significant impact on the growth of the business. The role of the new Chief Information Officer might be described as 'strategize, stabilize, evangelize then realize'. In other words, the successful candidate will need to bring excellent strategic and business skills coupled with a track record of leading hands-on technology delivery.

This role will be charged with developing and delivering an IT strategy that can support current and future business needs. As part of this, the successful candidate will need to thoughtfully assess the people, processes and technologies that are currently in use and build the tactical plan to improve IT's performance and reputation among the business users.

#### ***Responsibilities***

- In close partnership with the CEO and working collaboratively with the senior leadership team, develop an IT strategy that will support the business. Lead and oversee the implementation of the plan that will transform the IT shop and leverage best practices around business process and technology changes.
- Build productive working relationships throughout the company, including with the senior leadership team and board of directors.
- Effectively manage the department budget, including all internal resources and external vendor relationships.
- Enhance, evolve and/or replace "home-grown" legacy systems, to match the growth and evolution of the business.





- Assess, prioritize and implement strategic systems conversions in support of business goals and objectives. Oversee the development, design, and implementation of new applications and changes to existing computer systems and software packages.
- Ensure the security of the information systems, communication lines, and equipment.
- Identify emerging information technologies to be assimilated, integrated, and introduced within the company.
- Transform the IT organization to support the business vision and create a working environment which attracts and develops top talent.

## ***The Candidate***

### ***Education***

Advanced university degree in Information Systems, Business Administration or related field is preferred. An undergraduate degree is required.

### ***Professional Qualifications***

- At least ten years of experience playing a leadership role in IT with a national or large regional company that sells its products to and through distributors.
- Successfully navigated a broad career path within IT that could include applications development, project management, architecture, or second in command in a multi-billion dollar company in the targeted industries. Or, a combination of industry and IT consulting experience with a leading firm.
- Significant experience crafting and managing strategic IT initiatives that engaged and positively impacted the business users and company leadership. Past exposure working with business owned by private equity is a plus.
- Adept at building relationships across the enterprise, communicating and delivering the IT strategy and message. Past experience upgrading a legacy platform, introducing new technologies and uplifting an IT team will be a plus.
- Experienced at creating and deploying process and technology change using best practices at a pace and tempo that the organization can digest.
- Able to attract and retain talent to the IT organization and provide an environment where career development is encouraged.
- Experience working in a company that has grown by acquisition is a plus.

### ***Personal Qualifications***

- A strategic thinker with a down-to-earth style who enjoys ‘rolling up his/her sleeves’ and doing what is required to get the job done.
- Strong business acumen, with sound analytical and conceptual skills.
- A proven leader who is energetic, enthusiastic, results-oriented; capable of adding significant value to the existing management team and successfully implementing its ideas.
- Skilled at building strong relationships at all levels in the organization to ensure that technology effectively meets the needs of its users.
- Excellent interpersonal and communication skills. A professional of the highest personal and professional integrity.





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To learn more about this opportunity or provide a confidential referral, please contact:

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