



We are hiring! Join us and create your future with the City of North Bay. Discover the Gateway to the North, where easy living is embraced.

We are currently recruiting for:

Director, Information Systems (Permanent Full-Time)

Job Posting ID 25E-58

Just north enough to be perfect, North Bay is a diverse community that offers a blend of opportunity and easy living. Servicing a regional catchment area of 112,000 people, this progressive city of 51,553 residents is nestled between Lake Nipissing and Trout Lake and is conveniently located just three and a half hours from major Ontario centers such as Toronto and Ottawa. Join our team and create your future with the Corporation of the City of North Bay. Discover the Gateway to the North, where easy living is embraced.

Following a [comprehensive organizational review by KPMG](#), the City has identified technology as a key driver for modernization, and is currently developing an integrated Corporate Digital and Customer Service strategy. Come and help us finalize the strategy and be an active leader in its implementation.

The Corporation of The City of North Bay is accepting applications for the position of Director, Information Systems. The Director, Information Systems leads the I.S. Department and oversees the delivery of technology services that support internal business units and external partners. This strategic role is responsible for aligning I.S. capabilities with organizational objectives, developing well-planned and fiscally responsible technology roadmaps, and ensuring service excellence across all I.S. functions. The Director, Information Systems will manage the I.S. project portfolio, departmental budget, and vendor relationships, while guiding innovation through thoughtful evaluation of emerging technologies that create long-term value. Success in this role requires a collaborative leader who balances strategic planning, operational execution, financial stewardship, and stakeholder engagement to enable sustainable growth and transformation.

Key Responsibilities:

- **Leadership and Governance:** Provide visionary leadership in developing and executing I.S. strategies, including digital transformation and enterprise architecture. Ensure robust governance frameworks are in place to meet legal and regulatory obligations, while monitoring emerging technologies to align innovation with municipal goals.
- **Service & Operations Management:** Oversee the delivery and performance of I.S. services, ensuring alignment with organizational priorities and efficient integration of internal and external capabilities. Manage service levels, lifecycle practices, and customer support to maintain high-quality, cost-effective operations.
- **Financial Oversight:** Lead budgeting, forecasting, and financial planning for the I.S. department, ensuring projects and operations remain within approved budgets. Monitor financial risks, manage contracts, and ensure compliance with municipal by-laws and policies to maximize value and accountability.

- **Relationship & Performance Management:** Cultivate strategic relationships with stakeholders and suppliers to enhance collaboration and service delivery. Oversee data governance and performance management, ensuring the I.S. team operates effectively and contributes to organizational success.

Qualifications:

- University degree in Computer Science or related field, or equivalent combination of education and experience.
- Minimum 10 years of progressive experience in IT/I.S., including a minimum of 5 years in a senior leadership role, preferably in the municipal or public sector.
- Strong knowledge of municipal information systems, operations, and governance.
- Proven experience in strategic planning, enterprise architecture, IT security systems and service delivery.
- Demonstrated success in managing complex IT/I.S. portfolios, budgets, and vendor relationships.
- Excellent communication, negotiation, and stakeholder engagement skills.
- High level of professionalism, discretion, and sound judgment.
- Expertise in current and emerging technologies relevant to public sector IT.

The following will be considered as assets:

- Certification in Leadership or Change Management.
- Certifications in IT Governance, Project Management, ITIL or Enterprise Architecture.

Hours of work: 8:30 a.m. to 4:30 p.m. Monday to Friday (35 hours/week) in office.

The 2025 annual salary range for this non-union position is **\$130,858 – \$163,567**.

We offer a comprehensive employer paid benefit package including Health and Dental Benefits, and Life, Long-Term Disability, and AD&D Insurance. Access to Employee Assistance Program (EAP).

The City of North Bay is an **Ontario Municipal Employees Retirement System (OMERS)** Employer – a Defined Pension Plan with Employer matched contributions. Explore the OMERS Plan and learn more about the benefits of membership <https://www.omers.com/>

Qualified individuals interested in being considered for this position are requested to **submit a resume and covering letter in one PDF document via email to: staffing@northbay.ca no later than 11:59 p.m., November 30, 2025. Please identify the Posting ID: 25E-58 in the subject line. Application reviews will begin November 17, 2025.**

While we appreciate the interest of all applicants, only those selected for an interview will be contacted.

Accommodation will be provided in all parts of the hiring process as required under the City of North Bay's Accessibility Policy. We encourage applicants to make their needs known to Human Resources in advance.

An Equal Opportunity Employer