

ARAPAHOE COUNTY

CHIEF INFORMATION SECURITY OFFICER

Arapahoe County, CO

Recruitment Services Provided By

MOSAIC PUBLIC PARTNERS

The Opportunity

Arapahoe County seeks an experienced, strategic executive to serve as the Chief Information Security Officer (CISO). The CISO serves as the senior executive responsible for the County's information security, privacy, and compliance programs. This fully remote role provides leadership in developing and executing the countywide cybersecurity strategy to protect confidentiality, integrity, and availability of information systems and data. The position provides broader leadership for regional cybersecurity consortiums, statewide programs, and fosters national partnerships.

About Arapahoe County

Located in the heart of the Denver metropolitan region, Arapahoe County is one of Colorado's most dynamic and diverse counties. Home to thriving businesses, vibrant neighborhoods, top-tier healthcare, and abundant recreational opportunities. Arapahoe County offers an exceptional quality of life for residents, entrepreneurs, and visitors alike.

Arapahoe County sits at the center of Colorado's economic engine, providing easy access to downtown Denver, major transportation corridors, and regional destinations. The county includes a mix of urban, suburban, and rural communities, creating opportunities for businesses and families at every stage of growth.

From the vibrant urban energy of Aurora to the family-friendly neighborhoods of Centennial, Littleton, and Englewood, Arapahoe County offers a wide range of communities that reflect Colorado's entrepreneurial spirit and welcoming culture.

Residents enjoy hundreds of miles of trails, scenic open spaces, golf courses, and recreational facilities. Whether exploring the natural beauty of Cherry Creek State Park or enjoying community parks and local events, outdoor adventure is always close to home.

Arapahoe County is dedicated to delivering high-quality public services, supporting public safety, promoting economic development, and fostering a transparent and responsive government. County leaders work collaboratively with residents, businesses, and community organizations to address today's challenges while planning for tomorrow's opportunities.

COLORADO'S FIRST COUNTY, WHERE GOOD THINGS GROW.









County Government

The seat of Arapahoe County is in Littleton, where many county administrative offices are located. Arapahoe County is a constitutional subdivision of the State of Colorado. Unlike cities, it can exercise only those powers granted by the state constitution and state law. The county's governing body is the five-member Arapahoe County Board of County Commissioners.

Commissioners are elected from five districts and serve four-year terms. The board functions as the county's legislative, governing, and administrative authority. The County operates with an $819 million dollar budget, overseen by 2,755 dedicated employees. Explore the 2026 Arapahoe County budget here.

The Department

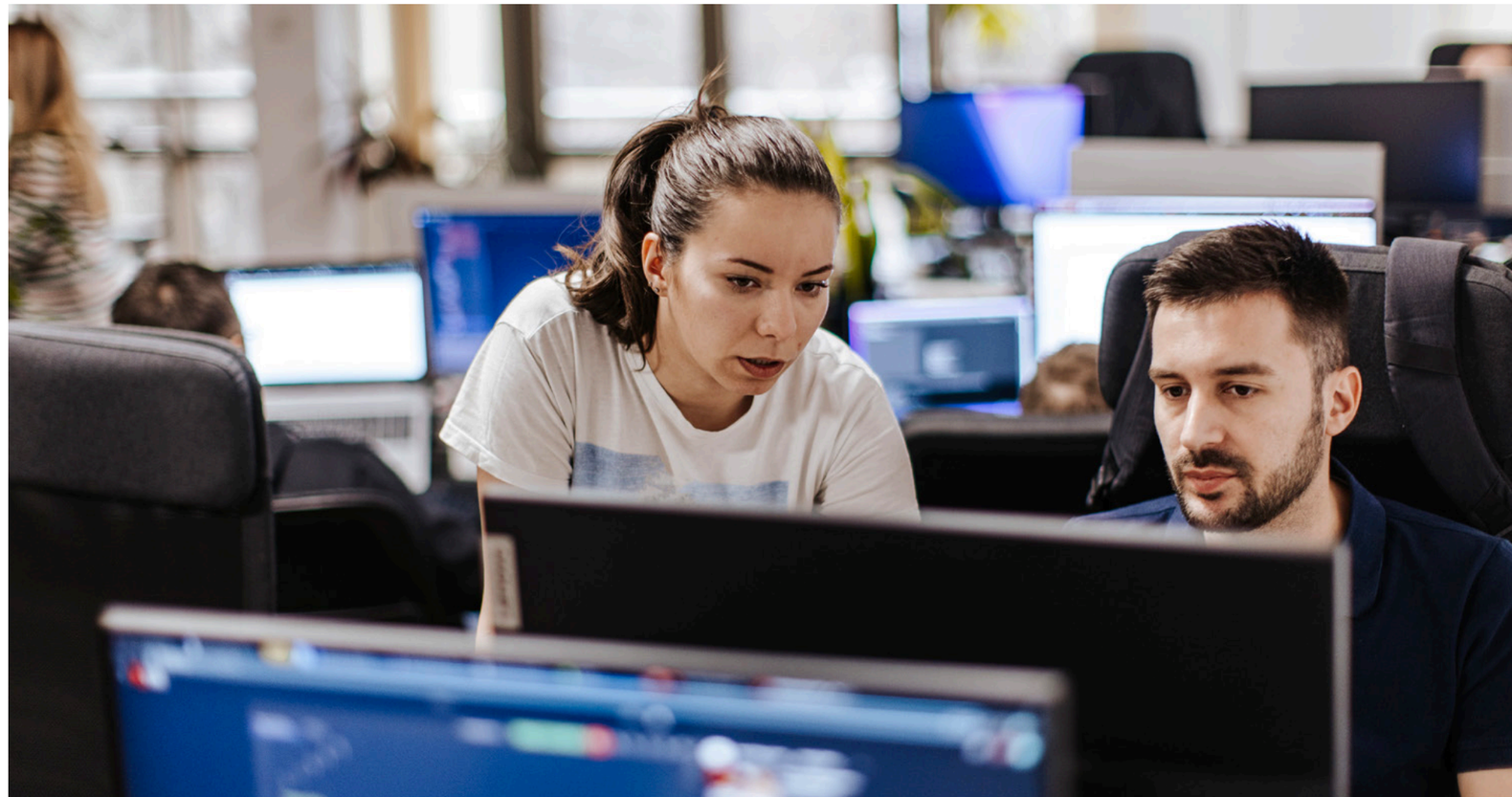
Arapahoe County's Information Technology Department operates with an annual budget of approximately $28 million and plays a critical role in supporting the County's technology infrastructure, enterprise applications, cybersecurity, and strategic modernization initiatives. The department is organized into four primary functional areas: Innovation, Project Management, Technical Services, and Security & Compliance. Together, these areas provide technology leadership, operational support, and strategic direction to ensure the County delivers secure, reliable, and innovative services to its departments, elected offices, and the communities they serve.

The Chief Information Security Officer (CISO) leads the Security & Compliance division and reports directly to the Chief Information Officer. The CISO provides leadership and oversight to three direct reports, all serving as Security Engineers with specialized areas of responsibility. These areas include endpoint security and administration, ethical hacking and penetration testing, security auditing, phishing prevention and awareness, email security, and Security Operations Center (SOC) monitoring and operations.

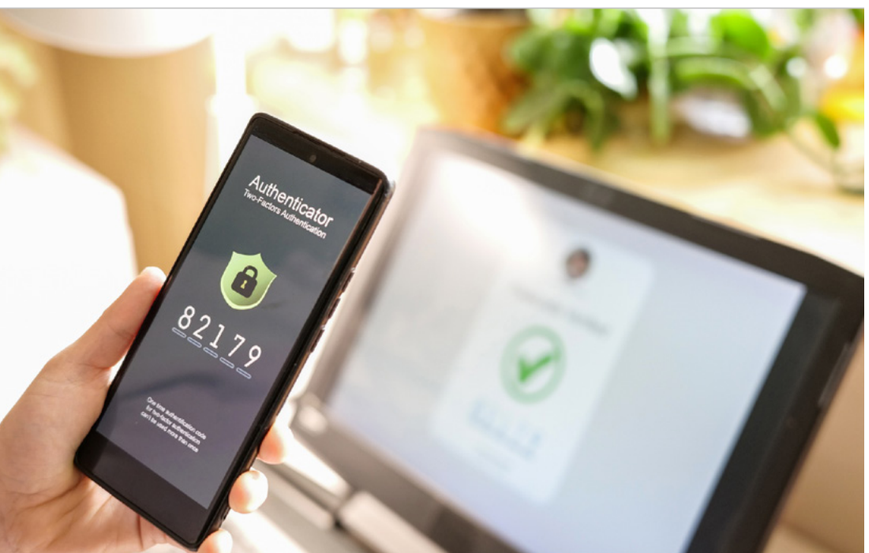
$28M
Budget

XXFTE
Employees









The Position

The CISO leads the enterprise risk management and compliance function, aligning cybersecurity initiatives—including security awareness, incident response, digital accessibility, and third-party oversight—with countywide objectives, evolving technologies, and industry best practices and reports directly to the Chief Information Officer.

- **Develop and Lead the Cybersecurity Strategy:** Establish and maintain a countywide information security vision, roadmap, and strategic plan aligned with business and technology objectives.
- **Oversee Risk and Compliance Programs:** Direct ongoing compliance and audit efforts related to privacy, cybersecurity and risk management (e.g., HIPAA, CJIS, PII, GovRAMP, digital accessibility WCAG standards).
- **Implement Governance and Policies:** Develop, implement, and enforce information security, privacy, and accessibility policies, standards and guidelines in accordance with federal and state laws and regulations.
- **Direct Security Operations:** Supervises the Information Security and Compliance team in executing day-to-day operations including but not limited to email and endpoint security, vulnerability management, incident response, digital forensics, and security monitoring.
- **Secure Infrastructure and Applications:** Collaborate with Infrastructure and Application teams to ensure security of firewalls, servers, cloud systems, and the HSConnects application across architecture, configuration, and lifecycle management.
- **Foster a Culture of Cybersecurity Awareness:** Lead the development and delivery of cybersecurity training and awareness programs across the county, tailored for both technical and non-technical audiences.
- **Third-Party Risk Management:** Establish and manage third-party/vendor risk management using in-house assessments based on the NIST-CSF framework. Evaluate vendors for security posture, data handling, privacy compliance, accessibility readiness and ethical and secure deployment of AI technologies.
- **Manage Stakeholder Engagement and Communications:** Serve as a cybersecurity advisor to executive leadership, elected officials, and external partners. Prepare and present executive-level reports and briefings.
- **Lead Incident Response and Crisis Management:** Direct the County's cybersecurity incident response planning and execution, including cross-departmental coordination and regulatory notification.
- **Supervise, Mentor, and Develop Staff:** Oversee hiring, performance management, training, and development for the Information Security and Compliance Team. Foster a high-performing and collaborative team culture.

The Ideal Candidate

The ideal candidate for the Chief Information Security Officer for Arapahoe County will possess the following traits and experiences that will lead to success:

- A big picture thinker and team builder with a strong understanding of compliance standards, regulations, and policies including NIST CSF, CIS Controls, ISO 27001, SOC 2, CJIS, HIPAA, WCAG, and privacy laws involving PII.

- A deep knowledge of data protection and privacy best practices across local, state, and federal jurisdictions with the ability to provide steady leadership in crises is essential.

- Proven leadership in project management and process improvement, with the ability to manage competing priorities in a dynamic environment within the County and managing regional partnerships is highly sought after.

- Exceptional communication skills, verbal and written, with the ability to convey complex security topics to both technical and non-technical audiences, is desirable.

- The ability to understand complex county wide needs and approach unique programming requirements with curiosity and compassion would be beneficial.



Qualifications

The following are both the minimum and preferred qualifications for the position of Chief Information Security Officer.

Minimum Education and Experience:

- Bachelor's Degree in IT, Computer Science, Business or related field.
- 8+ years of experience in cybersecurity, information security, or compliance related experience, plus experience in a supervisory role.
- One or more certifications such as CISO, CISSP, CISM, CISA or equivalent.
- Colorado Residency.

Preferred Education and Experience:

- Graduate degree or certificate from an accredited university with a focus in Cybersecurity, Information Security and Public Policy, or related discipline.
- 5+ years of cybersecurity or technology leadership experience within federal, state, local, tribal, or other public-sector environments.
- Experience managing federal, state, or local grant-funded security initiatives or security maturity programs is highly desirable.





Salary & Benefits

The hiring range for the CISO is dependent on qualifications and experience. Anticipated ranges are listed below:

- **2026 Range:** Min $136,473.22 | Mid $177,237.06 | Max $218,004.02
- **Anticipated 2027 Range:** Min $139,107.15 | Mid $180,657.74 | Max $222,211.50
- **Anticipated Hiring Rate:** ~$170,195

Arapahoe County offers a comprehensive and flexible benefits program designed to support employees' wellbeing and meet the diverse needs of individuals and their families. Reflecting the County's commitment to fostering a healthy, supported, and engaged workforce, benefits include but are not limited to:

- Medical, Dental, and Vision Insurance
- Flexible Spending Accounts
- Medical Gap plans
- Life and AD&D Insurance
- Disability Insurance
- Retirement Plans
- Paid Vacation, Sick and Holidays



Application & Selection Process

Interested candidates must submit a compelling letter of interest and comprehensive résumé by **Monday, January 11, 2027,** at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Ms. Julie Baca, Senior Consultant | julie@mosaicpublic.com | (970) 209-0404

The County of Arapahoe is an Equal Opportunity Employer. employer.

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